



**UNITED STATES MARINE CORPS**  
4TH MARINE LOGISTICS GROUP, FMF  
MARINE FORCES RESERVE  
2000 OPELOUSAS AVE  
NEW ORLEANS LOUISIANA 70114

IN REPLY REFER TO:

**5730**

**CoS**

**16 Apr 21**

**SECOND ENDORSEMENT on S-I ltr 5800 of 10 Apr 21**

**From: Commanding General, 4th Marine Logistics Group**

**To: Commander, Marine Forces Reserve**

**Subj: COMMAND INFORMATION: MARFORRES CASE #32463**

1. I have considered the command investigation and approve the findings of fact. I generally concur with the opinions of the investigating officer. I concur with the intended remedial actions for (b)(6), (b)(7)c and Gunnery Sergeant Travarous Harris (specifically limited to a Non-Punitive Letter of Caution for secretly recording Marines in the workplace which in turn promotes unit distrust, unit disorder, and subversive behavior, and which can lead to civil law suits for Privacy Act violations).

2. Recommend this case be closed and no further action be taken. Point of contact is (b)(6), (b)(7)c at (b)(6), (b)(7)c or email

(b)(6)

**UNITED STATES MARINE CORPS**  
COMBAT LOGISTICS BATTALION 451  
COMBAT LOGISTICS REGIMENT 45  
NAVAL AND MARINE CORPS RESERVE CENTER  
6115 NORTH HILLS CIRCLE  
CHARLOTTE, NORTH CAROLINA 28213-6000

IN REPLY REFER TO:  
5800  
I-I  
10 Apr 21

FIRST ENDORSEMENT ON COMMAND INVESTIGATION INTO THE COMMANDING GENERAL  
COMPLAINT IN CASE OF (b)(6), (b)(7)c 8999 USMC

From: Inspector-Instructor, Combat Logistics Battalion 451  
To: Commanding General, 4th Marine Logistics Group  
Via: Commanding Officer, Combat Logistics Regiment 45

Subj: COMMAND INVESTIGATION INTO THE CIRCUMSTANCES SURROUNDING THE  
COMMANDING GENERAL COMPLAINT IN CASE OF (b)(6), (b)(7)c  
(b)(6), (b)(7)c /8999 USMC

Ref: (a) JAGINST PS800.7C (JAGMAN)

Encl: (1) COMMAND INVESTIGATION INTO MARFORRES CASE #32463

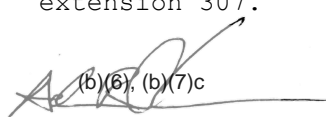
1. Forwarded per reference (a). I have reviewed the information contained in the Command Investigation. I concur with the Investigating Officer's recommendation. The following actions will occur:

a. (b)(6), (b)(7)c will be advised on professional counseling techniques.

b. To ensure proper storage and handle HIPPA material, (b)(6), (b)(7)c will be directed to complete HIPAA and Privacy Act Training (DHA-US001).

c. GySgt Harris will receive a Non-Punitive Letter of Caution for Violation of Article 134 (conduct prejudicial to good order/discipline - surreptitiously recording conversations with (b)(6), (b)(7)c

2. The point of contact for this matter is (b)(6), (b)(7)c at (b)(6), (b)(7)c extension 307.

  
(b)(6), (b)(7)c



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CHARLOTTE, NORTH CAROLINA 28213-6000

5800  
S-1  
2 Apr 21

**MEMORANDUM FOR THE RECORD**

**From:** (b)(6), (b)(7)c 3510 USMC  
**To:** Inspector-Instructor  
**Subj:** COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES  
SURROUNDING THE COMMANDING GENERAL COMPLAINT IN CASE OF FIRST  
(b)(6), (b)(7)c 8999, USMC  
**Ref:** (a) Manual for Courts-Martial (2019 Ed.)  
(b) Uniform Code of Military Justice  
(c) MCO 5354.1E ADMIN CH  
(d) JAGMAN 5800.7D  
(e) MCO 4790.2  
**Encl:** (1) Appointing Order  
(2) Command Information: MARFORRES CASE #32463  
(3) Original Complaint Summary View – 2503  
(4) Case #32463 Timeline  
(5) NAVMC 118 dated: 20200816 with rebuttal dated 20200821  
(6) NAVMC 118 dated: 20200816 with rebuttal dated 20200821  
(7) NAVMC 118 dated: 20201105 with rebuttal dated 20201117  
(8) NAVMC 118 dated: 20201105 with rebuttal dated 20201117  
(9) NAVMC 118 dated 20201113 with no rebuttal  
(10) Fitness Report covering reporting period 20200505 – 20200930  
(11) Reenlistment Package in case of Gunnery Sergeant Harris  
(12) Email from (b)(6), (b)(7)c Subj: CLB-451 FY21 ARAP Submission Deadline  
(13) Group text messages between the site support staff  
(14) Personnel Contact List  
(15) Summary of interviews conducted

**PRELIMINARY STATEMENT**

1. Pursuant to enclosure (1), and in accordance with reference (a), a command investigation was conducted to inquire into the facts and circumstances surrounding the allegations of the incident including any fault, neglect, or responsibility to include recommendation for appropriate administrative or disciplinary action.
2. All documentary evidence included is certified to be either the original or a copy that is a true and accurate representation of the original document.

Subj: **COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES  
SURROUNDING THE COMMANDING GENERAL COMPLAINT IN CASE OF**

(b)(6), (b)(7)c

**8999, USMC**

3. I consulted with (b)(6), (b)(7)c via phone at (b)(6), (b)(7)c Marine Force Reserve Staff Judge Advocate for guidance on this investigation.

4. All interviews were done over the phone due to the geographical location and operational requirements.

**SUSPECTED OFFENSES**

1. The complainant alleges that (b)(6), (b)(7)c openly berates him and threatened him with administrative paperwork. The complainant stated that (b)(6), (b)(7)c uses her position and rank to issue negative administrative marks to target those she wants separated.

2. The complainant alleges that (b)(6), (b)(7)c wrongfully obtained Protected Health Information via the Medical Department Representative with no disclosure authorization present.

**FINDINGS OF FACT**

1. Gunnery Sergeant Harris is an active reserve service member serving as the Administrative Chief for Supply Company, Combat Logistic Battalion (CLB) 451. (Encl(s) 3, 10)

2. Gunnery Sergeant Harris has served in this billet since arriving to the unit in July 2019. (Encl(s) 3,4)

3. (b)(6), (b)(7)c is an active duty service member serving as the Inspector-Instructor First Sergeant for Supply Company, CLB-451. (Encl(s) 3,4)

4. (b)(6), (b)(7)c has served in this billet since arriving to the unit in April 2019. (Encl(s) 4)

5 Gunnery Sergeant Harris counseled for violation of Article 86, Absence without leave on 16 August 2020. (Encl(s) 5)

6. Gunnery Sergeant Harris is counseled for violation of Article 92, Failure to obey an order or regulation on 16 August 2020. (Encl(s) 6)

7. Gunnery Sergeant Harris is counseled for violation of Article 86, Absence without leave on 5 November 2020. (Encl(s) 7)

8. Gunnery Sergeant Harris is counseled for tampering with a government computer on 5 November 2020. (Encl(s) 8)

9. Gunnery Sergeant Harris is counseled for violation of Article 92, Dereliction in the performance of duties on 13 November 2020. (Encl(s) 9)

10. Gunnery Sergeant Harris makes a statement in regards to an adverse fitness report covering the period of 5 May 2020 to 30 September 2020, on 14 November 2020. (Encl(s) 10)

11. (b)(6), (b)(7)c CLB-451 Career Planer, sends out an email emphasizing the FY21 ARAP submission deadline is 30 Nov 2020. (Encl(s) 12)

12. Gunnery Sergeant Harris submits for reenlistment on 12 December 2020. (Encl(s) 11)

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES  
SURROUNDING THE COMMANDING GENERAL COMPLAINT IN CASE OF

(b)(6), (b)(7)c

/8999, USMC

13. Gunnery Sergeant Harris' reenlistment is not recommended to Headquarters Marine Corps on 7 Jan 2021. (Encl(s) 11)

14. Gunnery Sergeant accepts ownership of some of the violations counseled on in rebuttals to NAVMC 118 counseling and in fitness report comments. (Encl(s) 5,6,7,8,9,10)

15. All NAVMC 118 counselings and fitness reports were signed by (b)(6), (b)(7)c (Encl(s) 5, 6, 7, 8, 9,10)

16. All telephone interviews were led with agreement to the following statement; "Do you swear (or affirm) that the evidence you shall give in the matter now under investigation shall be the truth, the whole truth, and nothing but the truth (so help you God)?" in accordance to reference (d).

17. All telephone interviews concluded with agreement to the following statement; "To reduce the possibility that disclosure of your testimony may influence the testimony of future witnesses, you are directed not to discuss your testimony with any other potential witnesses to this investigation." In accordance with reference (d).

18. All telephone interviews were summarized for future reference. (Encl(s) 15)

19. Only one adverse fitness report has been processed at this time. The second observational period does begin before three of the counselings, but is ongoing. (Encl(s) 3,4,7,8,9,10)

20 (b)(6), (b)(7)c also received a NAVMC 118 counseling for failing to register his car. (Encl(s) 15)

21. Gunnery Sergeant Harris was not given proper authorization for selective interchange or modification to his computer by proper authority in accordance with reference (e). (Encl(s) 8,15)

22. The allegations of mistreatment span from July 2019 to March 2021. (Encl(s) 3)

23. (b)(6), (b)(7)c claims to have no knowledge of the recordings of her and GySgt Harris' conversations. (Encl(s) 15)

OPINIONS

(b)(5), (b)(6), (b)(7)c

4. The rank and billet of a First Sergeant in the Marine Corps requires them to take responsibility for the administrative correctness and timeliness of all enlisted performance evaluations, review and advise on legal processes, and assist commanders with retention, career development, and separations of all Marines in the command. [FF (3,4)]

Subj: **COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES  
SURROUNDING THE COMMANDING GENERAL COMPLAINT IN CASE OF**

(b)(6), (b)(7)c

**8999, USMC**

(b)(5), (b)(6), (b)(7)c

(b)(5), (b)(6), (b)(7)c

(b)(5), (b)(6), (b)(7)c

**RECOMMENDATION ON SUBSEQUENT COMMAND ACTION**

(b)(5), (b)(6), (b)(7)c

**4.. The point of contact for this investigation is**

(b)(6), (b)(7)c

**at** (b)(6), (b)(7)c

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS  
COMBAT LOGISTICS BATTALION 451  
COMBAT LOGISTICS REGIMENT 45  
NAVAL AND MARINE CORPS RESERVE CENTER  
6115 NORTH HILLS CIRCLE  
CHARLOTTE, NORTH CAROLINA 28213-6000

IN REPLY REFER TO:  
5830  
I-I  
10 Mar 21

From: Inspector-Instructor  
To:

(b)(6), (b)(7)c

3510 USMC

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING THE  
COMMANING GENERAL COMPLAINT IN CASE OF (b)(6), (b)(7)c  
(b)(6), (b)(7)c 8999 USMC

Ref: (a) JAGINST P5800.7C (JAGMAN)

1. This appoints you per reference (a), to inquire into the facts and circumstances surrounding the complaint against (b)(6), (b)(7)c  
(b)(6), (b)(7)c
2. Report personnel contacted, all materials reviewed and their custodian, and then make a recommendation on subsequent command action in writing, for example: consult a Judge Advocate, no further investigation warranted, conduct a command investigation, conduct a litigation report, or order a board or court of inquiry.
3. Your report is to be complete in letter form by 9 April, 2021, unless an extension of time granted. If you have not previously done so, read chapter II of reference (a) in its entirety before beginning your inquiry.
4. You may seek legal advice from the Staff Judge Advocate, (b)(6), (b)(7)c  
(b)(6), (b)(7)c via phone at (b)(6), (b)(7)c or (b)(6), (b)(7)c  
(b)(6), (b)(7)c during the course of your inquiry.
5. The point of contact for this matter is (b)(6), (b)(7)c  
extension 306.

(b)(6), (b)(7)c

Copy To:  
File

ENCLOSURE 1



UNITED STATES MARINE CORPS  
MARINE FORCES RESERVE  
2000 OPELOUSAS AVENUE  
NEW ORLEANS, LA 70114

IN REPLY REFER TO

5041

CIG

4 Mar 21

From: Commander, Marine Forces Reserve  
To: Commanding General, 4th Marine Logistics Group (Attn: Command Inspector General)  
Subj: COMMAND INFORMATION: MARFORRES CASE #32463  
Ref: (a) MCO 5430.1A, Marine Corps Inspector General Program  
(b) MCO 5370.8A, Marine Corps Hotline Program  
(c) Marine Corps Inspector General Program Assistance Guide, August 2009  
(d) Marine Corps Inspector General Program Investigation Guide, August 2009

Encl: (1) Hotline Complaint: MARFORRES Case #32463

1. In accordance with (IAW) the references, the enclosure is forwarded to your command for information. The information contained in the enclosure warrants command attention. Investigative merit determination lies with the Commander that has cognizance over the matter identified in the enclosure.

2. Ensure that the subordinate command is aware of the following issues and provide a response IAW reference (b):

a. Issue #1: The Complainant alleges that (b)(6), (b)(7)c (b)(6), (b)(7)c openly berated him and threatened him with administrative paperwork. The Complainant stated that (b)(6), (b)(7)c (b)(6), (b)(7)c uses her position and rank to issue negative administrative marks to target those she wants separated. During a period of 90 days, the Complainant received five NAVMC 118(11) 6105 resulting in two adverse Fitness Reports. The Complainant believes that the 6105s were systematic in nature with no intent to develop his abilities as a leader but rather damage his official record by establishing a pattern of misconduct.

b. Issue #2: The Complainant alleges that (b)(6), (b)(7)c wrongfully obtained Protected Health Information via the Medical Department Representative with no disclosure authorization present.

3. The Complainant is not anonymous.

4. If at any time there is an emergent allegation of Fraud, Waste, Abuse of Authority, or Mismanagement, contact the Marine Forces Reserve (MARFORRES) Command Inspector General (CIG)

FOR OFFICIAL USE ONLY

ENCLOSURE 2



Subj: COMMAND INFORMATION: MARFORRES CASE #32463

immediately. Emergent allegation(s) should be addressed in accordance with references (b) and (d).

5. Submit your Referral Response Letter to the MARFORRES CIG no later than 22 April 2021. Your response will include a summary of the complaint, actions taken by the command, and the disposition of those actions. Include any supporting documents (Preliminary Inquiry or Command Investigation) as an enclosure to your response.

6. The point of contact for inquiries related to this matter is  
(b)(6), (b)(7)c or via email at  
(b)(6), (b)(7)c

(b)(6), (b)(7)c

## Original Complaint Summary View - 2503

## Complaint Overview

Date Submitted	Nature	Start Date	End Date
Mar 3, 2021	Fraud, Waste, Abuse or Mismanagement	Jul 24, 2019	Mar 3, 2021

## Complaint Description

8/2019: Denied PME for requested period, due to command operations. (Denial rescinded later) 8/2019: Openly berated when attempting to explain why the scheduled dates for PME would result in receiving a pass, 2/2020: Threatened with CRB, NJP due to erroneous payments to SMCR members, these entitlements were authorized by my predecessor w/o my knowledge. 8/2020: Openly berated when explaining why orders were not canceled (b)(6), (b)(7)c (b)(6), (b)(7)c During this incident (b)(6), (b)(7)c was accused of lying, while my attempts to clarify the misunderstanding were ignored. 8/2020: I received two 6105s on the same day. One of which contained dates that were 6 - 10 months prior to the issuance of the 6105. 11/2020: I received three 6105s (two of which were the same day) All 6105s contain half-truths and ignore pertinent information surrounding each situation. It is my belief that the issuance of my 6105s was systematic in nature with no intent to develop my abilities as a leader or as a professional in the craft of my MOS. Rather, the timing and volume were used as multipliers to inflict near irreparable damage to my official record. Within a 90 day period, I received five 6105s resulting in two Adverse FITREPs (1. Oct/2019 - Sep/2020) (2. Oct/2020 - Sep/2021), an established pattern of misconduct, and the potential to be disapproved for reenlistment due to negative paperwork with severely skewed information. (b)(6), (b)(7)c routinely abuses the power of her rank and position in the performance of her duties. By issuing or accumulating specific documentation (6105s, emails, PHI, etc.) to achieve a desired punitive/administrative separations process for those targeted. Further, I strongly suspect she has used her position to wrongfully obtain PHI via the unit MDR with no disclosure authorization present. On another occasion (b)(6), (b)(7)c was directed by (b)(6), (b)(7)c to hand over his complete medical record where she would personally drive it to CLNC and start the MEB process.

## Complainant Information

Name	Address #	Apt #, PO Box	APO /FPO	City	State	Zip Code	Country	Phone	Email
Travarous LaRon Harris	2725 Western Blvd			Raleigh	NC	27606	United States	2522362008	travarous.harris@usmc.mil
Is the complainant anonymous	Does the complainant request confidentiality	Is the complainant willing to be interviewed	Preferred Contact Method	Service	Military Status	Grade /Title	Organization	Relationship to Complainant	
No	No	Yes	Phone	Not Specified	Not Specified		Supply Company, CLB 451, CLR 45, 4TH MLG	None provided	

## Subjects

Name	Rank /Grade	Duty Position	Unit /Organization	Email	Phone	Other Contact
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	1stSgt	I-I, 1stSgt	MARFORRES	(b)(6), (b)(7)c		
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	Maj	Inspector-Instructor	MARFORRES			

## Witnesses

Name	Rank /Grade	Duty Position	Unit /Organization	Email	Phone	Other Contact
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	SSgt	Trng Chief	MARFORRES	(b)(6), (b)(7)c		
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	Sgt	Admin Clerk	MARFORRES			
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	Sgt	Admin Clerk	MARFORRES			
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	SSgt	Supply Chief	MARFORRES			
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	MSgt	Ops Chief	MARFORRES			
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	1stSgt	SupCo 1stSgt	MARFORRES			
Supply Company, CLB 451, CLR 45, 4TH MLG (b)(6), (b)(7)c	Capt	SupCo OIC	MARFORRES			
Supply Company, CLB 451, CLR 45, 4TH MLG		PO2/HM2 (Unit				

ENCLOSURE 3

Ethan Macy	Other	MDR)	MARFORRES	ethan.macy@usmc.mil	8433258738
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#### Complaint Detail

Date	Location	Attempted to Self-Resolve	Violations	Cause of Incident	Ongoing Investigations	Complainant's Resolution Request
Not Specified	Supply Company, CLB 451, CLR 45, 4TH MLG	Yes - None provided	Abuse of authority	I am uncertain why these incidents took place. However, it is recognized by many at the unit that I am openly discredited. I have been "warned" on two separate occasions by the Ops Chief and Reserve 1stSgt to "be careful and watch my back"	None	Speak with the active and reserve members of the command IOT gain a true assessment of the unit pulse. An unbiased review of the negative paperwork placed in my record. Attached is a timeline of events. I have other substantial information if needed.

#### Additional Parties Contacted Regarding Complaint

Type	Name	Rank /Grade	Duty Position	Unit /Organization	Congressional Office	Media Organization	Start Date Contacted	End Date Contacted	Date(s) Estimated	Email	Phone
None provided											

#### Supporting Files

Name	Size
TIMELINE.xlsx	14.39 Kb

**ENCLOSURE 3**

EVENT			
DESC	FR DT	TO DT	NOTES
AR FITREP PERIOD (FY 19)	1-Oct-18	30-Sep-19	AR FITREP Observation Period
REPORT - INITIAL	1-Apr-19	1-Apr-19	1stSgt Reports
1STSGT JOIN	2-Apr-19	2-Apr-19	
1STSGT PTAD	2-Apr-19	11-Apr-19	10 DAYS PTAD
REPORT - INITIAL	1-Jul-19	1-Jul-19	Initial check-in to duty.
PTAD	2-Jul-19	6-Jul-19	5 days PTAD. (5 days were also taken prior to Jn)
JOIN	2-Jul-19	2-Jul-19	
ANN LEAVE	8-Jul-19	11-Jul-19	Charged 4 days Ann Lv
Berating	1-Aug-19	1-Aug-19	Attempts to get to PME in time for the AR SNCO selection board. Told I do not get to decide when it's best for me to go to PME. If it were that important I should've done it while recruiting.
SNCO ACADEMY	9-Sep-19	26-Sep-19	Attended SNCO Academy. Graduated #13 of 69.
AR FITREP PERIOD (FY 20)	1-Oct-19	30-Sep-20	AR FITREP Observation Period
ANN LEAVE	30-Dec-19	6-Jan-20	9 Days Ann Leave: Moved Jae and Dillon from FL
AR SNCO selection board	4-Feb-20	4-Feb-20	Release of the message announcing those selected for SNCO.
Berating	4-Feb-20	4-Feb-20	Verbally harrassed/threatened with CRB, NJP. Due to overpayments to reserve members while on AT orders the year prior. Before my arrival to the unit.
ANN LEAVE	3-Apr-20	6-Apr-20	4 Days Ann Leave: Celebrate Son's Birthday.
FITIREP (END OF FY 20)	5-May-20	30-Sep-20	INSERT RS & RO COMMENTS
Berating	12-Aug-20	12-Aug-20	Issue with (b)(6), (b)(7) orders, IUT.
6105	16-Aug-20	16-Aug-20	<p>Counseled: Violation of Art 86 (AWOL)  <u>30 Oct 2019 [292 Days pre-counsel]</u>  <u>11 Feb 2020 [188 Days pre-counsel]</u> 10-15 mins late. On 10 Feb, my 5 y/o daughter was sick with the flu (second time in 30 days) Was up all night with her. Pre-COVID.  <u>1 Apr 2020 [138 Days pre-counsel]</u> Check in via phone text. All members were working from home due to COVID.  <u>10 Jul 2020 [ ]</u> 15 mins late for phone check in.  <u>14 Jul 2020 [ ]</u> 45 mins late to HTC. Uniform was not dry from previous night's wash.  <u>11 Aug 2020 [ ]</u> AT season: SMCR Marines were on rifle range, S-1 short staffed with Sgt Johnson on 14 day COVID ROM. I was extremely fatigued and stressed during this time.  <u>12 Aug 2020 [ ]</u> I cannot recall.</p> <p><b>**This counseling was originally issued on 12 Aug 2020. On 16 Aug 2020, it was withdrawn/edited and re-issued with a warning paragraph IOT meet 6105 verblage requirements.**</b></p>
6105	16-Aug-20	16-Aug-20	<p>Counseled: Violation of Art 92 (Failure to obey orders/regulations)  My vehicle registration was expired. Expired tags is wrong. However, my section was simply not afforded the same treatment as the others in the I&amp;I. When Comp days were issued, S-1 would still have to come in for one admin requirement or the other. Overall, finding a the time during the week with a constantly filled scheduled proved more difficult than normal.</p>
FITREP (GRADE CHANGE)	27-Sep-20	4-May-20	<p>[RS] Remarks are positive and illustrate a Marine who serves the mission with a strong work ethic. Notes difficulty of the role to which appointed. [RO] Referred to as the cornerstone of the new admin initiatives implemented by the CLAM.</p>
AR FITREP PERIOD (FY 21)	1-Oct-20	30-Sep-21	AR FITREP Observation Period
6105	5-Nov-20	5-Nov-20	<p>Counseled: Violation of Art 86 (AWOL)  <u>31 Aug 2020 [ ]</u>  <u>26 Sep 2020 [ ]</u> Late for MSgt Ramsdell Retirement ceremony. However, I was also concurrently TAD to Charlotte, NC (CLB-451) Assisting with the MCAAT inspection preparation. I drove 2.5 hours down for the practice and ceremony. With a rental car purchased from my own funds b/c my personal vehicle began malfunctioning. I didn't stay in my residence so as not cause separation anxiety to my children.</p>
6105	5-Nov-20	5-Nov-20	<p>Counseled:  Unlawful tampering with a government computer.  At least two other members of at my BN had done the same.  Informed 1stSgt of (b)(6), (b)(7) broken keyboard on laptop, a result of him spilling coffee into the keyboard. I observed the HM2 Macy taking the keyboard apart to clean the device. The end result rendered the keyboard useless and the machine can only be used with an external keyboard, and remains so to this day.</p>

ENCLOSURE 4

[illegible]

**Gate left open**

6-Nov-20

6-Nov-20

6105

13-Nov-20

13-Nov-20

**Courtesy WARNING: 1stSgt Baker**

21-Nov-20

21-Nov-20

**RELM REQ 36 MONTHS**

12-Jan-21

**Courtesy WARNING: MSgt Terrell**

**1-Feb-21**

1-Feb-21

### Empty congratulations

00 mar 20

00 mar 20

Sometime In March my selection was openly acknowledged. Not with enthusiasm. I was in fear the entire time. Not knowing what would happen next. Everyone knew I was selected, but I couldn't comfortable expressing my happiness b/c whenever I show that I'm resilient to the oppressive nature of this climate more and more trouble befalls me. I was/am so stressed that I am paranoid and afraid to make decisions that may somehow upset the 1stSgt. No matter how simple it may be, I've been trained to second guess my instinct and suppress questions b/c I make myself look incompetent.

G

ADMINISTRATIVE REMARKS (1070)

DATE	DATE	DATE
Articles UCMJ explained to me this date as required by Article 137, UCMJ.	Articles UCMJ explained to me this date as required by Article 137, UCMJ.	I have been counseled concerning SBP and fully understand the automatic enrollment and future enrollment provisions on the Plan.
(Signature)	(Signature)	(Signature)


20200816 Counseled this date concerning the following deficiencies:  
Violation of Article 86- Absence without leave. Specifically that you have been absent from your appointed place of duty, without authority, on the following dates: 30 October 2019, 11 February 2020, 1 April 2020, 10 July 2020, 14 July 2020, 11 August 2020, and 12 August 2020. On 30 October and 11 August 2020, you were over two hours late reporting for duty, this type of behavior is below the standard expected of a Staff Non-Commissioned Officer.

Specific recommendations for corrective action are: report to your appointed place of duty as directed, to obey all orders and regulations, and to seek assistance, which is available from your chain of command.

Failure to take corrective action and further violations of the UCMJ, disciplinary actions, or incidents requiring formal counseling may result in judicial or adverse administrative action, including but not limited to administrative separations.

I understand that failure to complete my enlistment contract with an honorable characterization of service may preclude my eligibility for benefits from the Department of Veterans Affairs or other organizations and have an adverse effect on future civilian employment.

I was advised that within 5 working days after acknowledging this entry I may submit a written rebuttal which will be filed in the electronic service record. I choose ☒ to /not to ☐ make such a statement.



(b)(6), (b)(7)c

HARRIS, TRAVAROUS	1252231427
NAME (last, first, middle)	EDIPI

NAVMC 118(11) (REV. 06-2014) (EF)  
PREVIOUS EDITIONS ARE OBSOLETE

11. \_\_\_\_\_

FOUO - Privacy sensitive when filled in

ENCLOSURE 5

5800


TLH

21 Aug 20

From: Gunnery Sergeant Travarous L. Harris 1252231427/0111 USMCR  
To: Inspector-Instructor, Supply Company, Combat Logistics Battalion 451

Subj: PERSONAL STATEMENT WRT ADVERSE MATERIAL NAVMC 118(11) 6105

1. On 12 Aug 2020 I was subject to an official counseling from the I&I First Sergeant whereby I was given a page 11 detailing several instances of being absent without leave.
2. On 16 Aug 2020 I was given a new page 11 detailing the same subject matter, and informed that the previously issued counseling was erroneous in that it did not contain the warning paragraph required to be considered a 6105.
3. With regard to the subject matter. Being absent from my appointed place of duty on the occasions referenced is not acceptable. I am ashamed that my own actions have attributed such negative traits to my reputation. The Marines whom I serve with should not have to wonder about my punctuality.
4. I will follow the specific recommendations provided for corrective action. Additionally, since the time of this counseling I have enacted new routines to help me develop better habits and to prevent this from happening in the future.



T. L. HARRIS

ENCLOSURE 5

G

ADMINISTRATIVE REMARKS (1070)

DATE	DATE	DATE
Articles UCMJ explained to me this date as required by Article 137, UCMJ.	Articles UCMJ explained to me this date as required by Article 137, UCMJ.	I have been counseled concerning SBP and fully understand the automatic enrollment and future enrollment provisions on the Plan
(Signature)	(Signature)	(Signature)

20200816: Counseled this date concerning the following deficiencies:  
 Violation of Article 92 - Failure to obey order or regulation. Specifically that you violated the North Carolina General Statutes Chapter 20, Section 20-111; unlawfully operating your vehicle with expired registration. You knowingly have been operating your personally owned vehicle with expired registration. You are expected to follow all lawful orders and regulations. As a member for the Inspector Instructor staff your ability to commute and follow all traffic regulations is crucial to the success of the unit. Such infractions could affect your ability to carry out the duties, inherent to the Inspector Instructor duty. Your actions demonstrate a lack of judgment and disregard for regulations.

Specific recommendations for corrective action are: report to your appointed place of duty as directed, to obey all orders and regulations, and to seek assistance, which is available from your chain of command.

Failure to take corrective action and further violations of the UCMJ, disciplinary actions, or incidents requiring formal counseling may result in judicial or adverse administrative action, including but not limited to administrative separations.

I understand that failure to complete my enlistment contract with an honorable characterization of service may preclude my eligibility for benefits from the Department of Veterans Affairs or other organizations and have an adverse effect on future civilian employment.

I was advised that within 5 working days after acknowledging this entry I may submit a written rebuttal which will be filed in the electronic service record. I choose ☒ to /not to ☐ make such a statement



(b)(6), (b)(7)c

HARRIS, TRAVAROUS	1252231427
NAME (last, first, middle)	EDIPI



5800  
TLH  
21 Aug 20

From: Gunnery Sergeant Travarous L. Harris 1252231427/0111 USMCR  
To: Inspector-Instructor, Supply Company, Combat Logistics Battalion 451

Subj: PERSONAL STATMENT WRT ADVERSE MATERIAL NAVMC 118(11) 6105

1. On 16 Aug 2020 I was subject to an official counseling from the I&I First Sergeant whereby I was given a page 11 (6105) detailing the unlawful use of my personal vehicle while the registration was expired.

2. With regard to the subject matter. There is no excuse worth stating that can justify operating my vehicle with an expired registration. I am aware that others encounter time management challenges and responsibilities similar to my own, and that I am not the exception. I will strive to be a better example. As a Staff Noncommissioned Officer, I am to hold my Marines accountable to the same.

3. I will follow the specific recommendations provided for corrective action. Immediately following this counseling I have 'grounded' the vehicle in question. Once proper registration is completed, a copy will be provided as proof to my leadership.

  
T. L. HARRIS

ENCLOSURE 6

G

ADMINISTRATIVE REMARKS (1070)

DATE	DATE	DATE
Articles UCMJ explained to me this date as required by Article 137, UCMJ.	Articles UCMJ explained to me this date as required by Article 137, UCMJ.	I have been counseled concerning SBP and fully understand the automatic enrollment and future enrollment provisions on the Plan.
(Signature)	(Signature)	(Signature)

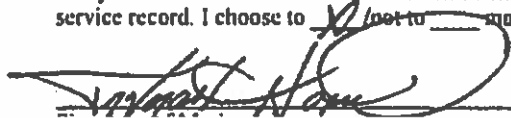
20201105 : Counseled this date concerning the following deficiencies:  
Violation of Article 86- Absence without leave. Specifically that you have been absent from your appointed place of duty, without authority, on the following occasions: 31 August 2020 and 26 September 2020. On 26 September 2020, you were three hours late reporting for duty, this type of behavior is sub par and is not the conduct expected of a Staff Non-Commissioned Officer.

Specific recommendations for corrective action are: report to your appointed place of duty as directed, to obey all orders and regulations, and to seek assistance, which is available from your chain of command.

Failure to take corrective action and further violations of the UCMJ, disciplinary actions, or incidents requiring formal counseling may result in judicial or adverse administrative action, including but not limited to administrative separations.

I understand that failure to complete my enlistment contract with an honorable characterization of service may preclude my eligibility for benefits from the Department of Veterans Affairs or other organizations and have an adverse effect on future civilian employment.

I was advised that within 5 working days after acknowledging this entry I may submit a written rebuttal which will be filed in the electronic service record. I choose to ☒ not to ☐ make such a statement.



(b)(6), (b)(7)c

HARRIS, TRAVAROUS	1252231427
NAME (last, first, middle)	EDIPI

5800  
TLH  
17 Nov 20

From: Gunnery Sergeant Travarous L. Harris 1252231427/0111 USMCR  
To: Inspector-Instructor, Supply Company, Combat Logistics Battalion 451

Subj: PERSONAL STATMENT WRT ADVERSE MATERIAL NAVMC 118(11) 6105

1. On 5 Nov 2020 I was subject to two official counseling's from the I&I First Sergeant whereby I was given a page 11 (6105) detailing unauthorized absence on the following dates: 31 August 2020, and 26 September 2020.

2. My statement is as follows.

- a. Unauthorized Absence: 31 August 2020: Records show this day was not a day of duty as it was a "comp" day. While there were three staff members who were required to report to the HTC in order to support a funeral, I was not among them. While being counseled, I expressed that I was not able to recall this incident. I was assured that it did happen and was accurately illustrated in the 6105.
- b. Unauthorized Absence: 26 September 2020: In August 2020 I was selected to be a member of a retirement ceremony; specifically the Gunnery Sergeant in the Passing of Ole Glory. Subsequent to this assignment I was sent TAD to Combat Logistics Battalion 451, Charlotte, NC. While TAD I was to assist with inspection preparation. As the only Gunnery Sergeant available I felt obligated to participate in order to afford the Marine to be retired a complete ceremony. I regret terribly the stressed my tardiness caused in morning's practice.

3. On 5 Nov 2020 I was given a page 11 (6105) detailing the unlawful tampering of a government computer.

- a. My actions in combining the RAM from one computer to another should not have been undertaken without written approval, or at a minimum the supervision of one authorized to do so.
- b. The donor machine is no longer inoperable, and has since then been restored to full use.

  
T. L. HARRIS

ENCLOSURE 7

G

ADMINISTRATIVE REMARKS (1070)

DATE	DATE	DATE
Articles UCMJ explained to me this date as required by Article 137, UCMJ.	Articles UCMJ explained to me this date as required by Article 137, UCMJ.	I have been counseled concerning SBP and fully understand the automatic enrollment and future enrollment provisions on the Plan.
(Signature)	(Signature)	(Signature)


20201105 Counseled this date concerning the following deficiencies:  
 Unlawfully tampering with a government computer. Specifically that you checked out a computer from the S-4 and removed the RAM from one government computer and placed it into your assigned government computer. In doing so, you rendered the computer you checked out from the S-4 inoperable. You were not authorized to conduct maintenance on any government computer nor did you notify anyone of your actions, until after the S-4 Chief discovered the missing RAM. Your judgment as a Gunny Sergeant is negligent.

Specific recommendations for corrective action are: to obey all orders and regulations, and to seek assistance, which is available from the S-4 Chief and your chain of command.

Failure to take corrective action and further violations of the UCMJ, disciplinary actions, or incidents requiring formal counseling may result in judicial or adverse administrative action, including but not limited to administrative separations.

I understand that failure to complete my enlistment contract with an honorable characterization of service may preclude my eligibility for benefits from the Department of Veterans Affairs or other organizations and have an adverse effect on future civilian employment.

I was advised that within 5 working days after acknowledging this entry I may submit a written rebuttal which will be filed in the electronic service record. I choose to X /not to make such a statement.

  
 Travis Harris

(b)(6), (b)(7)c

HARRIS, TRAVAROUS	1252231427
NAME (last, first, middle)	EDIPI

ENCLOSURE

8

5800  
TLH  
17 Nov 20

From: Gunnery Sergeant Travarous L. Harris 1252231427/0111 USMCR  
To: Inspector-Instructor, Supply Company, Combat Logistics Battalion 451  
Subj: PERSONAL STATMENT WRT ADVERSE MATERIAL NAVMC 118(11) 6105

1. On 5 Nov 2020 I was subject to two official counseling's from the I&I First Sergeant whereby I was given a page 11 (6105) detailing unauthorized absence on the following dates: 31 August 2020, and 26 September 2020.

2. My statement is as follows.

- a. Unauthorized Absence: 31 August 2020: Records show this day was not a day of duty as it was a "comp" day. While there were three staff members who were required to report to the HTC in order to support a funeral, I was not among them. While being counseled, I expressed that I was not able to recall this incident. I was assured that it did happen and was accurately illustrated in the 6105.
- b. Unauthorized Absence: 26 September 2020: In August 2020 I was selected to be a member of a retirement ceremony; specifically the Gunnery Sergeant in the Passing of Ole Glory. Subsequent to this assignment I was sent TAD to Combat Logistics Battalion 451, Charlotte, NC. While TAD I was to assist with inspection preparation. As the only Gunnery Sergeant available I felt obligated to participate in order to afford the Marine to be retired a complete ceremony. I regret terribly the stressed my tardiness caused in morning's practice.

3. On 5 Nov 2020 I was given a page 11 (6105) detailing the unlawful tampering of a government computer.

- a. My actions in combining the RAM from one computer to another should not have been undertaken without written approval, or at a minimum the supervision of one authorized to do so.
- b. The donor machine is no longer inoperable, and has since then been restored to full use.

  
T. L. HARRIS

ENCLOSURE 8

G

ADMINISTRATIVE REMARKS (1070)

DATE	DATE	DATE
Articles UCMJ explained to me this date as required by Article 137, UCMJ.	Articles UCMJ explained to me this date as required by Article 137, UCMJ.	I have been counseled concerning SBP and fully understand the automatic enrollment and future enrollment provisions on the Plan.
(Signature)	(Signature)	(Signature)

20201113: Counseled this date concerning the following deficiencies:

Article 92 - Dereliction in the performance of duties. Specifically that you, as the unit Career Planner provided misinformation to Gunnery Sergeant (GySgt) Sanchez in regards to the reenlistment process. GySgt Sanchez is competing for a boat space in FY21, however you informed him that he was not and would not complete a Reenlistment Extension Lateral Move (RELM) request on his behalf. When he addressed his concerns with you, you ceased to communicate with him. Gy Sgt Sanchez is now at risk of not getting approved for reenlistment due to your negligence as a Career Planner.

Specific recommendations for corrective action are: to obey all orders and regulations, and to seek assistance, which is available from the Battalion Career Planner, Inspector Instructor First Sergeant, and your chain of command.

Failure to take corrective action and further violations of the UCMJ, disciplinary actions, or incidents requiring formal counseling may result in judicial or adverse administrative action, including but not limited to administrative separations.

I understand that failure to complete my enlistment contract with an honorable characterization of service may preclude my eligibility for benefits from the Department of Veterans Affairs or other organizations and have an adverse effect on future civilian employment.

I was advised that within 5 working days after acknowledging this entry I may submit a written rebuttal which will be filed in the electronic service record. I choose to ☒ not to make such a statement.

Signature of Member

(b)(6), (b)(7)c

HARRIS, TRAVAROUS	1252231427
NAME (last, first, middle)	EDIPI

NAVMC 118(11) (REV. 05-2014) (EF)  
PREVIOUS EDITIONS ARE OBSOLETE

11. \_\_\_\_\_

FOUO - Privacy sensitive when filled in

ENCLOSURE 9



UNITED STATES MARINE CORPS  
SUPPLY COMPANY  
COMBAT LOGISTICS BATTALION 451  
NAVY AND MARINE CORPS RESERVE CENTER  
2725 WESTERN BOULEVARD  
RALEIGH, NC 27606-2127

IN REPLY REFER TO  
1500  
I-I  
25 Nov 20

From: Major Joseph A. Zimmermann 1267814593/3002 USMC  
To: Manpower Management Records and Performance Branch

Subj: LETTER REGARDING GUNNERY SERGEANT TRAVAROUS HARRIS' OPPORTUNITY TO  
SUBMIT A WRITTEN REBUTTAL

1. On 13 November 2020, Gunnery Sergeant Travarous Harris EDIPI: 1252231427, received a page 11/6105 and chose to make a written rebuttal. He was afforded five working days to submit the statement, which was due 23 November 2020.

2. Gunnery Sergeant Travarous Harris did not submit a written rebuttal within five working days.

3. Point of contact for this matter is (b)(6), (b)(7)c at

(b)(6), (b)(7)c

ENCLOSURE 9

## COMMANDANT'S GUIDANCE

The completed fitness report is the most important information component in manpower management. It is the primary means of evaluating a Marine's performance and is the Commandant's primary tool for the selection of personnel for promotion, augmentation, resident schooling, command, and duty assignments. Therefore, the completion of this report is one of an officer's most critical responsibilities. Inherent in this duty is the commitment of each Reporting Senior and Reviewing Officer to ensure the integrity of the system by giving close attention to accurate marking and timely reporting. Every officer serves a role in the scrupulous maintenance of this evaluation system, ultimately important to both the individual and the Marine Corps. Inflationary markings only serve to dilute the actual value of each report. Reviewing Officers will not concur with inflated reports.

### A. ADMINISTRATIVE INFORMATION

1. Marine Reported On:

a. Last Name	b. First Name	c. MI	d.ID	e. Grade	f. DOR	g. PMOS	h. BILMOS
HARRIS	TRAVAROUS	L	1252231427	GYSGT	20200501	0111	0111

2. Organization:

a. MCC b. RUC c. Unit Description

C59	83300	SITE SPT (RALEIGH NC) CLR 45 4TH MLG					
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3. Occasion and Period Covered:

a. OCC b. From To c. Type

AR	20200505	20200930	N	ADMINISTRATIVE CHIEF			
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5. Special Case:

a. Adverse ☒ b. Not Observed ☐ c. Extended ☐

6. Marine Subject Of:

a. Commendatory Material ☐ b. Derogatory Material ☒ c. Disciplinary Action ☐

7. Recommended For Promotion:

a. Yes ☐ b. No ☒ c. N/A ☐

8. Special Information:

a. QUAL	NN	d. HT(In.)	67	g. Reserve Component	AR
b. PFT	NREQ	e. WT	157	h. Status	M
c. CFT	NREQ	f. Body Fat		i. Future Use	

9. Duty Preference:

a. Code b. Descriptive Title

1st

2nd

3rd

10. Reporting Senior:

a. Last Name b. Init c. Service d.ID e. Grade f. Duty Assignment

ZIMMERMANN	JA	USMC	1267814593	MAJ	SUPPLY COMPANY I - I
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11. Reviewing Officer:

a. Last Name b. Init c. Service d.ID e. Grade f. Duty Assignment

CHAMBERS	AR	USMC	1030573001	LTCOL	BATTALION I-I
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### B. BILLET DESCRIPTION

- Train and mentor all Marines under your charge, developing leadership, professionalism, and technical proficiency in all facets of personnel administration.
- Ensure Unit Diaries and Diary Feedback reports are complete, accurate, and certified in a timely manner.
- Develop quality control measures to identify record inconsistencies to include pay and entitlements.
- Routinely review personnel administration messages/directives for changes in standard operating procedure.
- Facilitate open communication between and liaison with all higher, adjacent, and subordinate unit administrators within Supply Company chain of command.
- Supervise the timely processing of action items within RTAMMS.
- Supervise the timely processing of all travel claims, awards, and orders processing.

### C. BILLET ACCOMPLISHMENTS

- Supervised the transition from Battalion Lead Administration to the new Company Lead Administration initiative.
- Reviewed and provided corrective action notes for all unit diary submission from all four Supply Company detachments.
- Reviewed all RTAMMS muster submissions for accuracy with participation logs before submission for certification, then exported all musters in a timely manner to ensure prompt payment.
- Supervised all travels claim and award submissions, as well as all Command Legal Action (CLA) packages for prompt submission and routing.
- Consistently the lead Company on all G1 report card metrics.

ENCLOSURE 10



1. Marine Reported On:				2. Occasion and Period Covered:			
a. Last Name		b. First Name		c. MI	d. ID	a. OCC	b. From To
HARRIS		TRAVAROUS		L	1252231427	AR	20200505 20200930

**D. MISSION ACCOMPLISHMENT**

**1. PERFORMANCE.** Results achieved during the reporting period. How well those duties inherent to a Marine's billet, plus all additional duties, formally and informally assigned, were carried out. Reflects a Marine's aptitude, competence, and commitment to the unit's success above personal reward. Indicators are time and resource management, task prioritization, and tenacity to achieve positive ends consistently.

ADV	Meets requirements of billet and additional duties. Aptitude, commitment, and competence meet expectations. Results maintain status quo.	Consistently produces quality results while measurably improving unit performance. Habitually makes effective use of time and resources; improves billet procedures and products. Positive impact extends beyond billet expectations.	Results far surpass expectations. Recognizes and exploits new resources; creates opportunities. Emulated; sought after as an expert with influence beyond unit. Impact significant; innovative approaches to problems produce significant gains in quality and efficiency.	N/O
A	B	C	D	E
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**2. PROFICIENCY.** Demonstrates technical knowledge and practical skill in the execution of the Marine's overall duties. Combines training, education and experience. Translates skills into actions which contribute to accomplishing tasks and missions. Imparts knowledge to others. Grade dependent.

ADV	Competent. Possesses the requisite range of skills and knowledge commensurate with grade and experience. Understands and articulates basic functions related to mission accomplishment.	Demonstrates mastery of all required skills. Expertise, education and experience consistently enhance mission accomplishment. Innovative troubleshooter and problem solver. Effectively imparts skills to subordinates.	True expert in field. Knowledge and skills impact far beyond those of peers. Translates broad-based education and experience into forward thinking, innovative actions. Makes immeasurable impact on mission accomplishment. Peerless teacher, selflessly imparts expertise to subordinates, peers, and seniors.	N/O
A	B	C	D	E
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**JUSTIFICATION:**

**E. INDIVIDUAL CHARACTER**

**1. COURAGE.** Moral or physical strength to overcome danger, fear, difficulty or anxiety. Personal acceptance of responsibility and accountability, placing conscience over competing interests regardless of consequences. Conscious, overriding decision to risk bodily harm or death to accomplish the mission or save others. The will to persevere despite uncertainty.

ADV	Demonstrates inner strength and acceptance of responsibility commensurate with scope of duties and experience. Willing to face moral or physical challenges in pursuit of mission accomplishment.	Guided by conscience in all actions. Proven ability to overcome danger, fear, difficulty or anxiety. Exhibits bravery in the face of adversity and uncertainty. Not deterred by morally difficult situations or hazardous responsibilities.	Uncommon bravery and capacity to overcome obstacles and inspire others in the face of moral dilemma or life-threatening danger. Demonstrated under the most adverse conditions. Selfless. Always places conscience over competing interests regardless of physical or personal consequences.	N/O
A	B	C	D	E
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**2. EFFECTIVENESS UNDER STRESS.** Thinking, functioning and leading effectively under conditions of physical and/or mental pressure. Maintaining composure appropriate for the situation, while displaying steady purpose of action, enabling one to inspire others while continuing to lead under adverse conditions. Physical and emotional strength, resilience and endurance are elements.

ADV	Exhibits discipline and stability under pressure. Judgment and effective problem-solving skills are evident.	Consistently demonstrates maturity, mental agility and willpower during periods of adversity. Provides order to chaos through the application of intuition, problem-solving skills, and leadership. Composure reassures others.	Demonstrates seldom-matched presence of mind under the most demanding circumstances. Stabilizes any situation through the resolute and timely application of direction, focus and personal presence.	N/O
A	B	C	D	E
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**3. INITIATIVE.** Action in the absence of specific direction. Seeing what needs to be done and acting without prompting. The instinct to begin a task and follow through energetically on one's own accord. Being creative, proactive and decisive. Transforming opportunity into action.

ADV	Demonstrates willingness to take action in the absence of specific direction. Acts commensurate with grade, training and experience.	Self-motivated and action-oriented. Foresight and energy consistently transform opportunity into action. Develops and pursues creative, innovative solutions. Acts without prompting. Self-starter.	Highly motivated and proactive. Displays exceptional awareness of surroundings and environment. Uncanny ability to anticipate mission requirements and quickly formulate original, far-reaching solutions. Always takes decisive, effective action.	N/O
A	B	C	D	E
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**JUSTIFICATION:**

ENCLOSURE 10

## 1. Marine Reported On:

a. Last Name

b. First Name

c. MI

d. ID

## 2. Occasion and Period Covered:

a. OCC

b. From

To

HARRIS

TRAVAROUS

L

1252231427

AR

20200505

20200930

## F. LEADERSHIP

1. LEADING SUBORDINATES. The inseparable relationship between leader and led. The application of leadership principles to provide direction and motivate subordinates. Using authority, persuasion and personality to influence subordinates to accomplish assigned tasks. Sustaining motivation and morale while maximizing subordinates' performance.

ADV	Engaged; provides instructions and directs execution. Seeks to accomplish mission in ways that sustain motivation and morale. Actions contribute to unit effectiveness.	Achieves a highly effective balance between direction and delegation. Effectively tasks subordinates and clearly delineates standards expected. Enhances performance through constructive supervision. Fosters motivation and enhances morale. Builds and sustains teams that successfully meet mission requirements. Encourages initiative and candor among subordinates.	Promotes creativity and energy among subordinates by striking the ideal balance of direction and delegation. Achieves highest levels of performance from subordinates by encouraging individual initiative. Engenders willing subordination, loyalty, and trust that allow subordinates to overcome their perceived limitations. Personal leadership fosters highest levels of motivation and morale, ensuring mission accomplishment even in the most difficult circumstances.	N/O
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A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. DEVELOPING SUBORDINATES. Commitment to train, educate, and challenge all Marines regardless of race, religion, ethnic background, or gender. Mentorship. Cultivating professional and personal development of subordinates. Developing team players and esprit de corps. Ability to combine teaching and coaching. Creating an atmosphere tolerant of mistakes in the course of learning.

ADV	Maintains an environment that allows personal and professional development. Ensures subordinates participate in all mandated development programs.	Develops and institutes innovative programs, to include PME, that emphasize personal and professional development of subordinates. Challenges subordinates to exceed their perceived potential thereby enhancing unit morale and effectiveness. Creates an environment where all Marines are confident to learn through trial and error. As a mentor, prepares subordinates for increased responsibilities and duties.	Widely recognized and emulated as a teacher, coach and leader. Any Marine would desire to serve with this Marine because they know they will grow personally and professionally. Subordinate and unit performance far surpassed expected results due to MRO's mentorship and team building talents. Attitude toward subordinate development is infectious, extending beyond the unit.	N/O
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A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. SETTING THE EXAMPLE. The most visible facet of leadership: how well a Marine serves as a role model for all others. Personal action demonstrates the highest standards of conduct, ethical behavior, fitness, and appearance. Bearing, demeanor, and self-discipline are elements.

ADV	Maintains Marine Corps standards for appearance, weight, and uniform wear. Sustains required level of physical fitness. Adheres to the tenets of the Marine Corps core values.	Personal conduct on and off duty reflects highest Marine Corps standards of integrity, bearing and appearance. Character is exceptional. Actively seeks self-improvement in wide-ranging areas. Dedication to duty and professional example encourage others' self-improvement efforts.	Model Marine, frequently emulated. Exemplary conduct, behavior, and actions are tone-setting. An inspiration to subordinates, peers, and seniors. Remarkable dedication to improving self and others.	N/O
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A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. ENSURING WELL-BEING OF SUBORDINATES. Genuine interest in the well-being of Marines. Efforts enhance subordinates' ability to concentrate/focus on unit mission accomplishment. Concern for family readiness is inherent. The importance placed on welfare of subordinates is based on the belief that Marines take care of their own.

ADV	Deals confidently with issues pertinent to subordinate welfare and recognizes suitable courses of action that support subordinates' well-being. Applies available resources, allowing subordinates to effectively concentrate on the mission.	Instills and/or reinforces a sense of responsibility among junior Marines for themselves and their subordinates. Actively fosters the development of and uses support systems for subordinates which improve their ability to contribute to unit mission accomplishment. Efforts to enhance subordinate welfare improve the unit's ability to accomplish its mission.	Noticeably enhances subordinates well-being, resulting in a measurable increase in unit effectiveness. Maximizes unit and base resources to provide subordinates with the best support available. Proactive approach serves to energize unit members to "take care of their own," thereby correcting potential problems before they can hinder subordinates' effectiveness. Widely recognized for techniques and policies that produce results and build morale. Builds strong family atmosphere. Puts motto <i>Mission first, Marines always</i> , into action.	N/O
-----	---	---	--	-----

A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. COMMUNICATION SKILLS. The efficient transmission and receipt of thoughts and ideas that enable and enhance leadership. Equal importance given to listening, speaking, writing, and critical reading skills. Interactive, allowing one to perceive problems and situations, provide concise guidance, and express complex ideas in a form easily understood by everyone. Allows subordinates to ask questions, raise issues and concerns and venture opinions. Contributes to a leader's ability to motivate as well as counsel.

ADV	Skilled in receiving and conveying information. Communicates effectively in performance of duties.	Clearly articulates thoughts and ideas, verbally and in writing. Communication in all forms is accurate, intelligent, concise, and timely. Communicates with clarity and verve, ensuring understanding of intent or purpose. Encourages and considers the contributions of others.	Highly developed facility in verbal communication. Adept in composing written documents of the highest quality. Combines presence and verbal skills which engender confidence and achieve understanding irrespective of the setting, situation, or size of the group addressed. Displays an intuitive sense of when and how to listen.	N/O
-----	--	--	--	-----

A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

JUSTIFICATION:

ENCLOSURE

<b>1. Marine Reported On:</b>				<b>2. Occasion and Period Covered:</b>			
a. Last Name		b. First Name		c. MI	d. ID	a. OCC	b. From To
HARRIS		TRAVAROUS		L	1252231427	AR	20200505 20200930

**G. INTELLECT AND WISDOM**

**1. PROFESSIONAL MILITARY EDUCATION (PME).** Commitment to intellectual growth in ways beneficial to the Marine Corps. Increases the breadth and depth of warfighting and leadership aptitude. Resources include resident schools; professional qualifications and certification processes; nonresident and other extension courses; civilian educational institution coursework; a personal reading program that includes (but is not limited to) selections from the Commandant's Reading List; participation in discussion groups and military societies; and involvement in learning through new technologies.

<b>ADV</b> Maintains currency in required military skills and related developments. Has completed or is enrolled in appropriate level of PME for grade and level of experience. Recognizes and understands new and creative approaches to service issues. Remains abreast of contemporary concepts and issues.	PME outlook extends beyond MOS and required education. Develops and follows a comprehensive personal program which includes broadened professional reading and/or academic course work; advances new concepts and ideas.	Dedicated to life-long learning. As a result of active and continuous efforts, widely recognized as an intellectual leader in professionally related topics. Makes time for study and takes advantage of all resources and programs. Introduces new and creative approaches to services issues. Engages in a broad spectrum of forums and dialogues.	N/O
--	--	--	-----

A <input type="checkbox"/>	B <input type="checkbox"/>	C <input checked="" type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>
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**2. DECISION MAKING ABILITY.** Viable and timely problem solution. Contributing elements are judgment and decisiveness. Decisions reflect the balance between an optimal solution and a satisfactory, workable solution that generates tempo. Decisions are made within the context of the commander's established intent and the goal of mission accomplishment. Anticipation, mental agility, intuition, and success are inherent.

<b>ADV</b> Makes sound decisions leading to mission accomplishment. Actively collects and evaluates information and weighs alternatives to achieve timely results. Confidently approaches problems; accepts responsibility for outcomes.	Demonstrates mental agility; effectively prioritizes and solves multiple complex problems. Analytical abilities enhanced by experience, education, and intuition. Anticipates problems and implements viable, long-term solutions. Steadfast, willing to make difficult decisions.	Widely recognized and sought after to resolve the most critical, complex problems. Seldom matched analytical and intuitive abilities; accurately foresees unexpected problems and arrives at well-timed decisions despite fog and friction. Completely confident approach to all problems. Masterfully strikes a balance between the desire for perfect knowledge and greater tempo.	N/O
--	--	--	-----

A <input checked="" type="checkbox"/>	B <input type="checkbox"/>	C <input type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>
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**3. JUDGMENT.** The discretionary aspect of decision making. Draws on core values, knowledge, and personal experience to make wise choices. Comprehends the consequences of contemplated courses of action.

<b>ADV</b> Majority of judgments are measured, circumspect, relevant and correct.	Decisions are consistent and uniformly correct, tempered by consideration of their consequences. Able to identify, isolate and assess relevant factors in the decision making process. Opinions sought by others. Subordinates personal interest in favor of impartiality.	Decisions reflect exceptional insight and wisdom beyond this Marine's experience. Counsel sought by all; often an arbiter. Consistent, superior judgment inspires the confidence of seniors.	N/O
---	--	--	-----

A <input type="checkbox"/>	B <input type="checkbox"/>	C <input checked="" type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input type="checkbox"/>
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**JUSTIFICATION:**

SNM received two 6105 counseling statements during this reporting period for unauthorized absences and unlawful operation of his personally owned vehicle due to expired registration.

**H. FULFILLMENT OF EVALUATION RESPONSIBILITIES**

**1. EVALUATIONS.** The extent to which this officer serving as a reporting official conducted, or required others to conduct, accurate, uninflated, and timely evaluations.

<b>ADV</b> Occasionally submitted untimely or administratively incorrect evaluations. As RS, submitted one or more reports that contained inflated markings. As RO, concurred with one or more reports from subordinates that were returned by HQMC for inflated marking.	Prepared uninflated evaluations which were consistently submitted on time. Evaluations accurately described performance and character. Evaluations contained no inflated markings. No reports returned by RO or HQMC for inflated marking. No subordinates' reports returned by HQMC for inflated marking. Few, if any, reports were returned by RO or HQMC for administrative errors. Section Cs were void of superlatives. Justifications were specific, verifiable, substantive, and where possible, quantifiable and supported the markings given.	No reports submitted late. No reports returned by either RO or HQMC for administrative correction or inflated markings. No subordinates' reports returned by HQMC for administrative correction or inflated markings. Returned procedurally or administratively incorrect reports to subordinates for correction. As RO nonconcurred with all inflated reports.	N/O
---	--	---	-----

A <input type="checkbox"/>	B <input type="checkbox"/>	C <input type="checkbox"/>	D <input type="checkbox"/>	E <input type="checkbox"/>	F <input type="checkbox"/>	G <input type="checkbox"/>	H <input checked="" type="checkbox"/>
-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	--

**JUSTIFICATION:**

ENCLOSURE 10

1. Marine Reported On:				2. Occasion and Period Covered:			
a. Last Name	b. First Name	c. MI	d. ID	a. OCC	b. From	To	
HARRIS	TRAVAROUS	L	1252231427	AR	20200505	20200930	

### I. DIRECTED AND ADDITIONAL COMMENTS

This is an adverse report due to Gunnery Sergeant Harris receiving two 6105 counseling statements during this reporting period for unauthorized absences and unlawful operation of his personally owned vehicle due to expired registration. Gunnery Sergeant Harris must enhance his decision making and communications skills to serve his role to his best ability. He has taken on the role of senior administrator for Supply Company during the recent Company Level Administration initiative where he is counted upon to review and aid all four sites. A diligent worker, he is always willing to be available to serve where needed regardless of the mission. Provides support to Battalion led mission requirements and is responsive and open to learning from senior leaders. Requires improvements to time management and developing the abilities he has shown. He has the potential to become a valuable asset to Supply Company. Not recommended for promotion at this time.

### J. CERTIFICATION

1. I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality and that I have provided a signed copy of this report to the Marine Reported on.

Electronically Signed By

Joseph A Zimmermann

(Signature of Reporting Senior)

20201027

(Date in YYYYMMDD format)

2. I ACKNOWLEDGE the adverse nature of this report and

☐ I have no statement to make

☒ I have attached a statement

Electronically Signed By

Travarous L Harris

(Signature of Marine Reported On)

20201114

(Date in YYYYMMDD format)

### K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: ☒ Sufficient ☐ Insufficient

2. EVALUATION: ☒ Concur ☐ Do Not Concur

3. COMPARATIVE ASSESSMENT: Provide a comparative assessment of potential by placing an "X" in the appropriate box. In making the comparison, consider all Marines of this grade whose professional abilities are known to you personally.

#### DESCRIPTION

THE EMINENTLY QUALIFIED MARINE

ONE OF THE FEW

EXCEPTIONALLY QUALIFIED MARINES

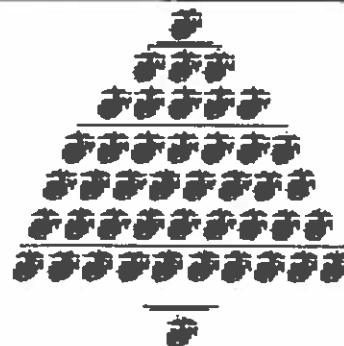
ONE OF THE MANY HIGHLY QUALIFIED

PROFESSIONALS WHO FORM THE  
MAJORITY OF THIS GRADE

A QUALIFIED MARINE

UNSATISFACTORY

#### COMPARATIVE ASSESSMENT



4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.

GySgt Harris has been the lead administrative chief for the new administrative initiatives that have been instituted by MFR for Supply Company. He provided quality work during the Battalion administrative effort in September as a senior member of the team. While I concur with the Reporting Senior's adverse characterization for poor decisions and time management, I am confident GySgt Harris has the ability to grow and mature as a Gunnery Sergeant, overcome this setback, and show that he can be a true asset to the unit. IOT recommend for promotion, SNM must attend Advanced Course.

5. I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality.

Electronically Signed By

Adrian R Chambers

(Signature of Reviewing Officer)

20201120

(Date in YYYYMMDD format)

6. I ACKNOWLEDGE the adverse nature of this report and

☒ I have no statement to make

☐ I have attached a statement

Electronically Signed By

Travarous L Harris

(Signature of Marine Reported On)

20201123

(Date in YYYYMMDD format)

### L. ADDENDUM PAGE

ADDENDUM PAGE ATTACHED: ☒ YES

## USMC FITNESS REPORT

FOUO - Privacy sensitive when filled in.

DO NOT STAPLE  
THIS FORMNAVMC 11297 (Rev. 4-03) (P A-PES 5.4.12.0)  
FITREP ID #3140945

## ADDENDUM PAGE

## A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:		
a. Last Name	b. First Name	c. M.I.	d. ID	e. Grade	a. OCC	b. From	To
HARRIS	TRAVAROUS	L	1252231427	GYSGT	AR	20200505	20200930
3. Purpose:							
a. Continuation of Comments Justification Section I RO	b. Accelerated Promotion Justification	c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use	
<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

## B. TEXT

Directed Comment, Sect A, Item 5A and 6b: SNM received two 6105 counseling statements during this reporting period for unauthorized absences and unlawful operation of his personally owned vehicle due to expired registration.

Directed Comment, Sect A, Item 7B: I recommend that the MRO not be considered for promotion with contemporaries at this time. Gunnery Sergeant Harris acknowledged his shortcomings in his responses to counseling statements, takes responsibility, and seeks self-improvement. He has the potential to overcome this setback and grow as a Marine Corps leader.

Directed Comment, Sect A, Item 8b: PFT not required due to COVID-19 restrictions.

Directed Comment, Sect A, Item 8h: SNM is best qualified for Master Sergeant.

## C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2.ID	3. Service	4. Grade
ZIMMERMANN	JOSEPH	A	1267814593	USMC	MAJ
Electronically Signed By <i>Joseph A Zimmermann</i>				20201027	
Signature				(Date in YYYYMMDD format)	

## D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2.ID	3. Service	4. Grade
VARICAK	MICHAEL	C	1147816517	USMC	COL
5. Title	Electronically Signed By			20201201	
REGT CO	<i>Michael C Varicak</i>			(Date in YYYYMMDD format)	
Signature					

FOR OFFICIAL USE ONLY - Privacy sensitive when filled in

PAGE 1 OF 3

ENCLOSURE

## USMC FITNESS REPORT

NAVMC 11297 (Rev. 4-03) (P A-PES 5.4.12.0)  
FITREP ID #3140945

FOUO - Privacy sensitive when filled in.

## ADDENDUM PAGE

DO NOT STAPLE  
THIS FORM

## A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:		
a. Last Name	b. First Name	c. M.I	d. ID	e. Grade	a. OCC	b. From	To
HARRIS	TRAVAROUS	L	1252231427	GYSGT	AR	20200505	20200930
3. Purpose:							
a. Continuation of Comments Justification Section I RO	b. Accelerated Promotion Justification	c. Adverse Report MRO Statement 3rd Officer Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use	
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

## B. TEXT

## Personal statement:

Regarding negative conduct causing this reporting period to be adverse in nature.

August 16, 2020 I was subject to counseling (6105) concerning several occasions of being late to my place of work, unauthorized absence. Being late is not acceptable. It hinders the overall mission success by undermining the efforts of the Marines under my charge, and those appointed over me. I have worked to develop better habits since the time of the counseling to prevent this from happening in the future. I will continue to seek improvement, and heed the guidance of my superiors.

August 16, 2020 I was subject to counseling (6105) concerning the unlawful use of my personal vehicle while the registration was expired. I allowed the importance of meeting work requirements during the week to outweigh the requirement of proper vehicle registration. This was not in keeping with the expectations of a Staff Noncommissioned Officer. Immediately following this counseling I grounded my vehicle until the registration was renewed.

Going forward, I will strive to serve to the best of my ability in the roles appointed.

## C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2.ID	3. Service	4. Grade
HARRIS	TRAVAROUS	L	1252231427	USMC	GYSGT
Electronically Signed By <i>Travarous L Harris</i>				<div>20201114</div>	
Signature				(Date in YYYYMMDD format)	

## D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2.ID	3. Service	4. Grade
VARICAK	MICHAEL	C	1147816517	USMC	COL
5. Title	Electronically Signed By		<div>20201201</div>		
REGT CO	<i>Michael C Varicak</i>		(Date in YYYYMMDD format)		
Signature					

ENCLOSURE 10

## USMC FITNESS REPORT

NAVMC 11297 (Rev. 4-03) (P A-PES 5.4.12.0)  
FITREP ID #3140945

FOUO - Privacy sensitive when filled in.

## ADDENDUM PAGE

DO NOT STAPLE  
THIS FORM

## A. PURPOSE

## 1. Marine Reported On:

a. Last Name

b. First Name

c. M.I

d. ID

e. Grade

## 2. Occasion and Period Covered:

a. OCC

b. From

To

HARRIS

TRAVAROUS

L

1252231427

GYSGT

AR

20200505

20200930

## 3. Purpose:

a. Continuation of Comments  
Justification Section I ROb. Accelerated Promotion  
Justificationc. Adverse Report  
MRO Statement 3rd Officer Sighterd. Admin  
Reviewe. Supplemental  
Materialf. HQMC  
Use☐☐☐☐☐☒☐☐☐

## B. TEXT

As the Third Officer Sighter, and per MCO 1610.7, I have adjudicated this report and find no factual differences.

## C. SUBMITTED BY

1. a. Last Name

b. First Name

c. MI

2. ID

3. Service

4. Grade

☐☐☐☐☐☐☐☐

Signature

(Date in YYYYMMDD format)

## D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name

b. First Name

c. MI

2. ID

3. Service

4. Grade

VARICAK

MICHAEL

C

1147816517

USMC

COL

## 5. Title

REGT CO

Electronically Signed By

Michael C Varicak

☐☐☐☐☐☐☐☐☐☐

Signature

(Date in YYYYMMDD format)

ENCLOSURE

ID



**UNITED STATES MARINE CORPS  
COMBAT LOGISTICS REGIMENT 45  
4TH MARINE LOGISTICS GROUP, FMF  
MARINE CORPS TRAINING CENTER  
1210 NAVAL FORCES COURT BUILDING 440  
MARIETTA GEORGIA 30069-5021**

**IN REPLY REFER TO:  
1040  
CP  
7 Jan 21**

**From: Commanding Officer  
To: Headquarters Marine Corps, Reserve Affairs**

**Subj: REQUEST FOR REENLISTMENT AFTER THE FISCAL YEAR 2021 ACTIVE RESERVE  
ALIGNMENT PLAN SUBMISSION DEADLINE IN CASE OF GUNNERY SERGEANT  
TRAVAROUS L HARRIS 1252231427/0111 USMCR**

- 1. Forward, not recommending approval.**
- 2. Gunnery Sergeant Harris's reenlistment request was submitted beyond the due date. SNM is not recommended for reenlistment.**
- 3. Point of Contact for this request is** (b)(6), (b)(7)c

(b)(6), (b)(7)c

**ENCLOSURE 11**



### Reserve Reenlistment Extension Lateral Move (RREL) Request

<b>1. Rank</b> E7 / GySgt		<b>2. Name (Last, First, MI)</b> HARRIS, TRAVAROUS, L				<b>3. EDIPI</b> 1252231427		<b>4. MOS</b> 0111	<b>5. BMOS</b> 0111	
<b>6. DOR</b> 05/01/2020	<b>7. AFADBD</b> 07/11/2002	<b>8. PEBD</b> 11/26/2001	<b>9. RECC</b> 03/27/2021	<b>10. EAS</b> 03/27/2021	<b>11. DCTB</b> 07/02/2019	<b>12. MDSD</b> 11/25/2007	<b>13. CRCR Cert Date</b> 202012	<b>14. RCOMP</b> BI	<b>15. RUC</b> 88850	<b>16. MCC</b> ARP
<b>17. Type of Request</b> Reenlistment				<b>18. Length Requested</b> 36 Months		<b>19. Career Designated (AR Only)</b> Yes		<b>20. SOE Code</b> 8CFF		
<b>21. Organization (Unit / Section)</b> SITE SPT (RALEIGH, NC) CLB 451 CLR 45 / S-1								<b>22. Work Phone</b> +1 (919) 834-1968		
<b>23. Conduct / Proficiency Marks</b> AVG CON in Enlistment <u>0</u> AVG PRQ in Enlistment <u>0</u> <small>(For ALL Cpts and below, to include Sgt's with less than 2 yrs TIG.)</small>						<b>24. Fitness Report Validation</b> FitRep Date Gap(s) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Date Verified :      20201212				
<b>25. Test Scores</b> <small>(FTAP / LatMove Only)</small>				<b>26. Duty Station Options</b> <small>(AR / LatMove Only)</small>			<b>27. LATMOVE Choices</b> <small>(List only those MOS's SNM is qualified for.)</small>			
GT	125	MM	136	EL	128	CL	121	1st	2nd	3rd
<b>28. High School Graduate (MSO Only)</b> <input type="checkbox"/> Yes <input type="checkbox"/> No				<b>29. Previous Requests (Within last 12 months.)</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No						
<b>30. Draw Case Codes</b>		1) <u>N/A</u> /      2) <u>N/A</u> /      3) <u>N/A</u> /								
<b>31. UCMJ History</b> <small>(This section will include all Military and Civilian convictions on current contract or within the last 5 years)</small>										
Conviction Type : _____				Articles(s) : _____				Date : _____		
Conviction Type : _____				Articles(s) : _____				Date : _____		
Conviction Type : _____				Articles(s) : _____				Date : _____		
<b>32. Bonus Eligibility</b>						<b>Previous Bonus Payments</b>				
Is SNM currently eligible for EAB/SSB? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>(If yes, SOU must be completed.)</small>						EAB/SSB: _____ Amount Paid : _____				
Is SNM currently eligible for KICKER? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>(If Yes, ensure SNM understands and completes kicker SOU)</small>						EAB/SSB: _____ Amount Paid : _____				
REB: _____ Bonus Amount : _____						EAB/SSB: _____ Amount Paid : _____				
<b>33. Does SNM Require a Tattoo Waiver?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>(SDA Only)</small>						<small>(If yes, attach Color Photo and descriptions.)</small>				
<b>34. Does SNM Have Broken / Prior Service?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No						<small>(If yes, attach Statement of Service (NAVMC 11501).)</small>				
<b>35. Active Duty Spouse Information</b>										
<b>35a. Name</b>	<b>35b. Rank</b>	<b>35c. MOS</b>	<b>35d. Branch</b>	<b>35e. EAS</b>	<b>35f. MCC</b>	<b>35g. RTD</b>				
N/A	N/A	N/A	N/A	N/A	N/A	N/A				
<b>36. Remarks</b> SNM requesting 36 month reenlistment on Active Reserve program.										
<b>37. Member Certification.</b> I certify that to the best of my knowledge all information provided above is accurate.										
Marine's Signature : _____				Date : <u>20201212</u>						
Career Planner's Signature : _____				Date : <u>20201230</u>						

ENCLOSURE / 1

**Reserve Reenlistment Extension Lateral Move (RRELM) Request**  
(All signatures on this form must be within 90 days of submission)

<b>Rank</b> E7 / GySgt	<b>Name</b> HARRIS, TRAVAROUS, L	<b>EDIPI</b> 1252231427
<b>38. Command Screening</b>		
<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <p><b>38a. Medical Certification</b> SNM has been <u>SCREENED/EXAMINED</u> and found <u>QUALIFIED/UNQUALIFIED</u> for retention.</p> <p>SNM's Duty Status is : <input checked="" type="checkbox"/> Full Duty <input type="checkbox"/> Light Duty <input type="checkbox"/> Limited Duty <input type="checkbox"/> No Duty</p> <p>(Medical MUST be recertified if SNM fails to reenlist within 90 days.) If unqualified give reason :</p> <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div> <p><u>Hnzmay</u> Rank</p> <p><u>[Signature]</u> Medical Officer / IDC / Medical Rep Signature</p> </div> <div> <p><u>Ethan May</u> Name</p> <p><u>08 DEC 20</u> Date</p> </div> </div> </div> <div style="width: 48%;"> <p><b>38b. Dental Certification</b> SNM has been <u>SCREENED/EXAMINED</u> and found <u>QUALIFIED/UNQUALIFIED</u> for retention.</p> <p>SNM's Dental Class : <u>2</u></p> <p>If unqualified give reason :</p> <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div> <p><u>Hnzmay</u> Rank</p> <p><u>[Signature]</u> Dental Officer / IDC / Medical Rep Signature</p> </div> <div> <p><u>Ethan May</u> Name</p> <p><u>08 DEC 2020</u> Date</p> </div> </div> </div> </div>		
<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <p><b>38c. Security Screening (S-2)</b></p> <p>Does SNM have a security clearance? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>(If so, provide letter from the Security Manager / SSO stating what level and the date it was adjudicated)</p> <p>Comments : <u>SNM has a secret clearance as of 16 Feb 2017 v.i.e DOD CAF.</u></p> <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div> <p><u>MAT</u> Rank</p> <p><u>[Signature]</u> Security (S-2) Signature</p> </div> <div> <p><u>Joseph Zimmerman</u> Name</p> <p><u>20201212</u> Date</p> </div> </div> </div> <div style="width: 48%;"> <p><b>38d. Training Certification (S-3)</b></p> <p>PFT Date : <u>4/27/2020</u> Score : <u>260</u> Class : <u>1st</u> CFT Date : <u>12/09/2020</u> Score : <u>267</u> Class : <u>1st</u> HI : <u>67</u> WT : <u>153</u> Max : <u>125</u> BF% : <u>N/A</u></p> <p>BCP Program : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Date Assigned _____</p> <p>Comments :</p> <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div> <p><u>Sgt</u> Rank</p> <p><u>[Signature]</u> Training (S-3) Signature</p> </div> <div> <p><u>Reinhold, Kaus</u> Name</p> <p><u>2020/208</u> Date</p> </div> </div> <p>Note: If SNM exceeds h/wt standards must be signed off by Sgt(Maj) or CO.</p> <p>Sgt(Maj)/CO Name, Rank, Signature and Date _____</p> </div> </div>		
<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <p><b>38e. Legal Certification</b></p> <p>Legal action may include actions taken by civilian authorities.</p> <p>Is SNM pending any legal action at this time? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>(If yes, documents must be provided.)</p> <p>Comments :</p> <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div> <p><u>Sgt</u> Rank</p> <p><u>[Signature]</u> Legal (S-1) Signature</p> </div> <div> <p><u>Johnson Victor</u> Name</p> <p><u>20201208</u> Date</p> </div> </div> </div> <div style="width: 48%;"> <p><b>38f. SACO Certification</b></p> <p>Has SNM been assigned to any treatment program during the current contract? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>(If yes, certificate of completion must be provided.)</p> <p>Comments :</p> <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div> <p><u>Sgt</u> Rank</p> <p><u>[Signature]</u> SACO Signature</p> </div> <div> <p><u>AGUILAR, JOSE F.</u> Name</p> <p><u>20201208</u> Date</p> </div> </div> </div> </div>		

ENCLOSURE 11

## Reserve Reenlistment Extension Lateral Move (RRELN) Request

(Please check the appropriate boxes and make brief comments justifying your recommendations.)

<b>Rank</b>	<b>Name</b>	<b>EDIP1</b>
E7 / GySgt	HARRIS, TRAVAROUS, L	1252231427

**39. Command Recommendations**

**39a. SNCOIC** ☐ Recommended ☐ Not Recommended

Comments :

\_\_\_\_\_  
Rank Name Signature Date

**39b. OIC** ☐ Recommended ☐ Not Recommended

Comments :

\_\_\_\_\_  
Rank Name Signature Date

**39c. FIRST SERGEANT** ☐ Recommended ☒ Not Recommended

Comments :

GySgt HARRIS IS NOT RECOMMENDED FOR REENLISTMENT. GySgt HARRIS IS PROFESSIONALLY INCOMPETENT AND FAILS TO EXHIBIT THE MILITARY ATTRIBUTES TO THE DEGREE APPROPRIATE FOR A GYSGT. HE LACKS LEADERSHIP, RELIABILITY, OBEDIENCE, AND SELF-DISCIPLINE. GySgt HARRIS REQUIRES CLOSE SUPERVISION TO CARRY OUT REGULAR DUTIES AND CANNOT BE RELIED UPON TO CARRY OUT DUTIES NOT OF A ROUTINE NATURE.

1STSGT JUANITA S. GARCIA [Signature] 20201215

Rank Name Signature Date

**39d. COMPANY COMMANDER** ☐ Recommended ☒ Not Recommended

Comments: This RRELN, submitted weeks beyond the suspense date by the very Marine that serves as the detachment career planner, is the summation of GySgt Harris' time as the Admin Chief. He has been counseled for his inability to be on time for his appointed place of duty and the tasks he is relied upon to submit.

MAJ Joseph Zimmermann [Signature] 20201216

Rank Name Signature Date

**"RETURN TO CAREER PLANNING OFFICE"**

NAVMC 11537A (Rev. 1-2015) (EF)  
PREVIOUS EDITIONS ARE OBSOLETE

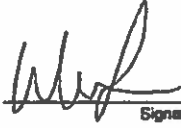
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Print Form

Page 4 of 6  
Adobe LiveCycle Designer 9

ENCLOSURE 11

### Reserve Reenlistment Extension Lateral Move (RREL) Request

<b>Rank</b> E7 / GySgt	<b>Name</b> HARRIS, TRAVAROUS, L	<b>EDIPI</b> 1252231427
<b>39a. SERGEANT MAJOR</b>		
Is SNM recommended for this request: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<p><b>Comments :</b></p> <p>SNM is a seasoned Marine who also serves as the collateral duty career planner for his site. He was made well aware of the submission deadline and simply did not take ownership.</p> <p>GySgt Harris has numerous counselings for missing deadlines, and being late. As the Marine Corps gets smaller, competition for boatspaces increases. SNM is failing to accomplish the basics with regard to Marine Corps leadership.</p> <p>I don't think SNM has the desire to lead Marines. He is simply attempting to do enough to get to retirement.</p>		
SgtMaj <small>Rank</small>	Payne, William B <small>Name</small>	 <small>Signature</small>
		21D104 <small>Date</small>
<b>39f. EXECUTIVE OFFICER</b>		
Is SNM recommended for this request: <input type="checkbox"/> Yes <input type="checkbox"/> No		
Comments :		
<small>Rank</small>	<small>Name</small>	<small>Signature</small>
		<small>Date</small>

ENCLOSURE 11

# Reserve Reenlistment Extension Lateral Move (RRELM) Request

Rank	Name	EDIPI
E7 / GySgt	HARRIS, TRAVAROUS, L	1252231427

**39g. Commanding Officer / Commander Recommendation**  
 Must have Special Courts-Martial convening authority or be properly designated as "Acting", via an Assumption of Command or Appointment Letter.

Does SNM meet all reenlistment prerequisites : ☒ Yes ☐ No

Is SNM recommended for this request: ☐ Yes ☒ No

**Tier I** - Does superior work in all duties. Even extremely difficult or unusual assignments can be given with full confidence that they will be handled in a thoroughly competent manner. Demonstrates positive effect on others by example and persuasion. A Tier I Marine may not have any NJP, court martial, or civilian conviction on his current contract.

**Tier II** - Does excellent work in all regular duties, but needs assistance in dealing with extremely difficult or unusual assignments. Demonstrates reliability, good influence, sobriety, obedience, and industry. A Tier II Marine may have only one form of jeopardy on contract in the form of NJP or misdemeanor civilian conviction, but may have no courts martial.

**Tier III** - Can be depended upon to discharge regular duties thoroughly and competently but usually needs assistance in dealing with problems not of a routine nature. A Tier III Marine may have no more than two incidents of jeopardy in the form of NJP or misdemeanor civilian conviction, but have no courts martial conviction.

**Tier IV** - May or may not meet minimum standards. Any Marine with a courts martial conviction will be categorized as Tier IV.

Commander's Tier Evaluation:	<input type="checkbox"/> I	10%	
	<input type="checkbox"/> II	30%	
	<input type="checkbox"/> III	50%	
	<input checked="" type="checkbox"/> IV	10%	

Comments to HQMC (RA-RCT):

GySgt HARRIS IS NOT RECOMMENDED FOR REENLISTMENT. GySgt HARRIS DOES NOT POSSESS THE QUALITIES AND ACCOUNTABILITY WE EXPECT FROM OUR SENIOR SNCO. GySgt HARRIS HAS A HISTORY OF UNAUTHORIZED ABSENCES, POOR PERFORMANCE, AND POOR LEADERSHIP CAPABILITIES. AS THE SUPPLY CO, SITE SPT ADMIN CHIEF & AUP CAREER PLANNER, HIS INCOMPETENCE HAS SIGNIFICANT IMPACT ON THE MARINES HE SUPPORTS. HE SHOULD NOT BE OFFERED REENLISTMENT.

C7002 CHAMBERS, ADRIAN R Adrian R 2021 01 05

Rank Name Signature Date

ENCLOSURE 11

**-- MMRP Fitness Report Inventory --**

☒ DoD ID   
 ☐ Last Name/DoD ID Last 5

1252231427

Submit

Print

Print Preview

Date Last Updated: 2/

DEC-2020

Last Name	First Name	Grade	
HARRIS	TRAVAROUS	E7	Select

**Inventory of Fitness Reports**

From Date	To Date	OCC	Status
01-JUL-2008	31-OCT-2008	AN	Processed
01-NOV-2008	03-MAY-2009	TR	Processed
04-MAY-2009	30-SEP-2009	AR	Processed
01-OCT-2009	09-NOV-2009	CH	Processed
10-NOV-2009	28-FEB-2010	TD	Processed
01-MAR-2010	16-APR-2010	FD	Processed
17-APR-2010	19-JUL-2010	CH	Processed
20-JUL-2010	30-SEP-2010	AR	Processed
01-OCT-2010	30-JUN-2011	CH	Processed
01-JUL-2011	30-SEP-2011	AR	Processed
01-OCT-2011	12-DEC-2011	TR	Processed
13-DEC-2011	12-JUN-2012	TD	Processed
13-JUN-2012	09-AUG-2012	FD	Processed
10-AUG-2012	23-APR-2013	TR	Processed
24-APR-2013	30-SEP-2013	AR	Processed
01-OCT-2013	30-SEP-2014	AR	Processed
01-OCT-2014	01-MAY-2015	GC	Processed
02-MAY-2015	26-MAY-2015	TD	Processed
27-MAY-2015	24-JUL-2015	FD	Processed
25-JUL-2015	30-SEP-2015	AR	Processed
01-OCT-2015	28-FEB-2016	TD	Processed
29-FEB-2016	20-APR-2016	FD	Processed
21-APR-2016	26-MAY-2016	TR	Processed
27-MAY-2016	30-SEP-2016	AR	Processed
01-OCT-2016	01-AUG-2017	CH	Processed
01-AUG-2017	30-SEP-2018	AR	Processed
01-OCT-2018	01-JUN-2019	TR	Processed
02-JUN-2019	07-AUG-2019	TD	Processed
08-AUG-2019	26-SEP-2019	FD	Processed
27-SEP-2019	04-MAY-2020	GC	Processed

05-MAY-2020

30-SEP-2020

AR

Processed

**Inventory of Reports Received in the Last 5 Days**

No reports have been received in the past 5 days for that Marine at MMRP

**Fitness Report Summary**

1. PES does not show any date gaps in your fitness report records.

FOUO - For Official Use Only



UNITED STATES MARINE CORPS  
SUPPLY COMPANY  
COMBAT LOGISTICS BATTALION 451  
NAVY AND MARINE CORPS RESERVE CENTER  
2725 WESTERN BOULEVARD  
RALEIGH, NORTH CAROLINA 27606-2127

IN REPLY REFER TO:

5520  
SEC  
9 Dec 20

From: Assistant Security Manager  
To: Manpower Management Enlisted Assignment (MMEA)

Subj: SECURITY CLEARANCE VERIFICATION ICO GUNNERY SERGEANT  
TRAVAROUS HARRIS 1252231427/0111 USMC

1. This letter is issued to certify your security clearance was adjudicated by the Department of the Navy, Central Adjudication Facility, Washington, DC and may be used to verify your security eligibility.

2. Your service records indicate the following pertinent details regarding your security clearance:

Open Investigation: N/A

PSQ sent date: N/A

Investigation Summary: T3R from OPM, Opened: 07 Mar 2016, Closed 22 Feb 2017, determined Eligibility of Secret on 16 Feb 2017 DOD CAF.

3. For any questions regarding this matter contact Major Joseph A. Zimmermann at (919) 834-1968 ex 5900.

(b)(6), (b)(7)c

ENCLOSURE 11



**From:** (b)(6), (b)(7)c  
**Sent:** Tuesday, March 30, 2021 10:56 AM  
**To:** (b)(6), (b)(7)c  
**Subject:** FW: CLB-451 FY21 ARAP Submission Deadline 30 Nov 2020  
**Signed By:** (b)(6), (b)(7)c

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Good Afternoon Sir,

Please see below as requested.

R/S,

(b)(6), (b)(7)c  
Career Planner  
Combat Logistics Battalion 451

(b)(6), (b)(7)c

Controlled Unclassified Information (CUI) - This transmission contains information that is protected from disclosure by the Privacy Act of 1974 (5 USC 552a) and exemption (b) (6) of the Freedom of Information Act (5 USC 552, as amended). Please ensure that this information is used solely for the requested purpose. Further duplication and/or distribution without prior authorization from this office is not authorized. Civil and/or criminal penalties can apply for improper use. This message may contain confidential and/or privileged information. If you are not the addressee or authorized to receive this for the addressee, you must not use, copy, disclose or take any action based on this message or any information herein. If you have received this message in error, please advise the sender immediately by reply e-mail and delete this message. Thank you for your cooperation.

**From:** (b)(6), (b)(7)c  
**Sent:** Tuesday, September 29, 2020 10:52 AM  
**To:**

(b)(6), (b)(7)c

**Subject:** CLB-451 FY21 ARAP Submission Deadline 30 Nov 2020

Good Morning CDCP's,

The following are FY21 ARAP Marines:

Grade	Last Name	First Name	Unit	Loca
E6	(b)(6), (b)(7)c		DET 2 SUP CO CLB 451 CLR 45 4TH MLG	(b)(6), (b)(7)c
E5			DET 2 SUP CO CLB 451 CLR 45 4TH MLG	
E6			SITE SPT (ORLANDO FL) CLR 45 4TH MLG	
E7			SITE SPT (ROCK ISLAND IL) CLR 45 4TH MLG	
E5			SITE SPT (AYER MA) CLR 45 4TH MLG	
E8			SITE SPT (AYER MA) CLR 45 4TH MLG	
E6			SITE SPT (CHARLOTTE NC) CLR 45 4TH MLG	
E7			H&S CO CLB 451 4TH MLG	
E7	HARRIS	TRAVAROUS	SITE SPT (RALEIGH NC) CLR 45 4TH MLG	
E6	(b)(6), (b)(7)c		SITE SPT (OMAHA NE) CLR 45 4TH MLG	
E8			SITE SPT (OMAHA NE) CLR 45 4TH MLG	

IAW MARADMIN 408/20, these Marines must submit for retention NLT 25 November 2020 IOT be considered for retention.

Note: A reenlistment request does not apply to AR Marines who have an ECC that falls within FY21 and were previously approved and executed an extension of enlistment to execute PCS, TEB, SDA etc.

Tasker: Respond with the intent of these Marines, as seen above, NLT COB 2 Oct 2020.

Please let me know if you have any questions or concerns.

R/S,

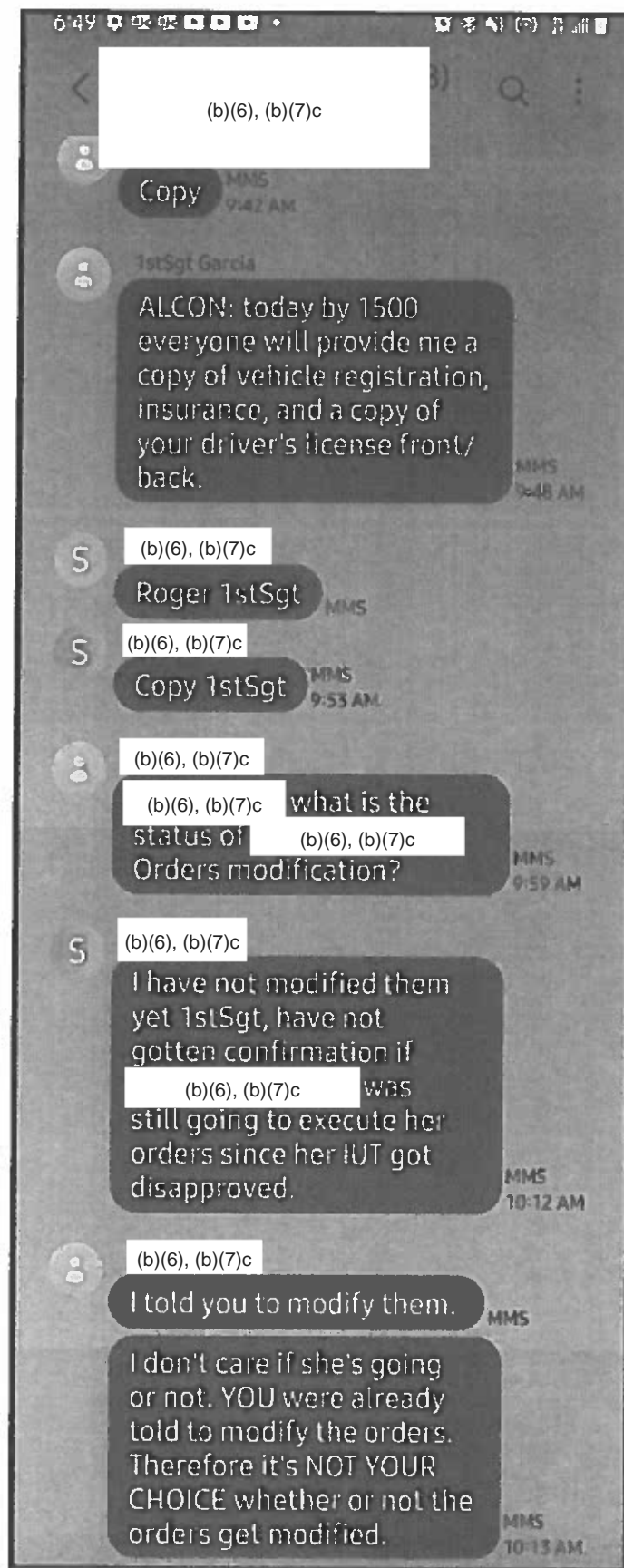
(b)(6), (b)(7)c

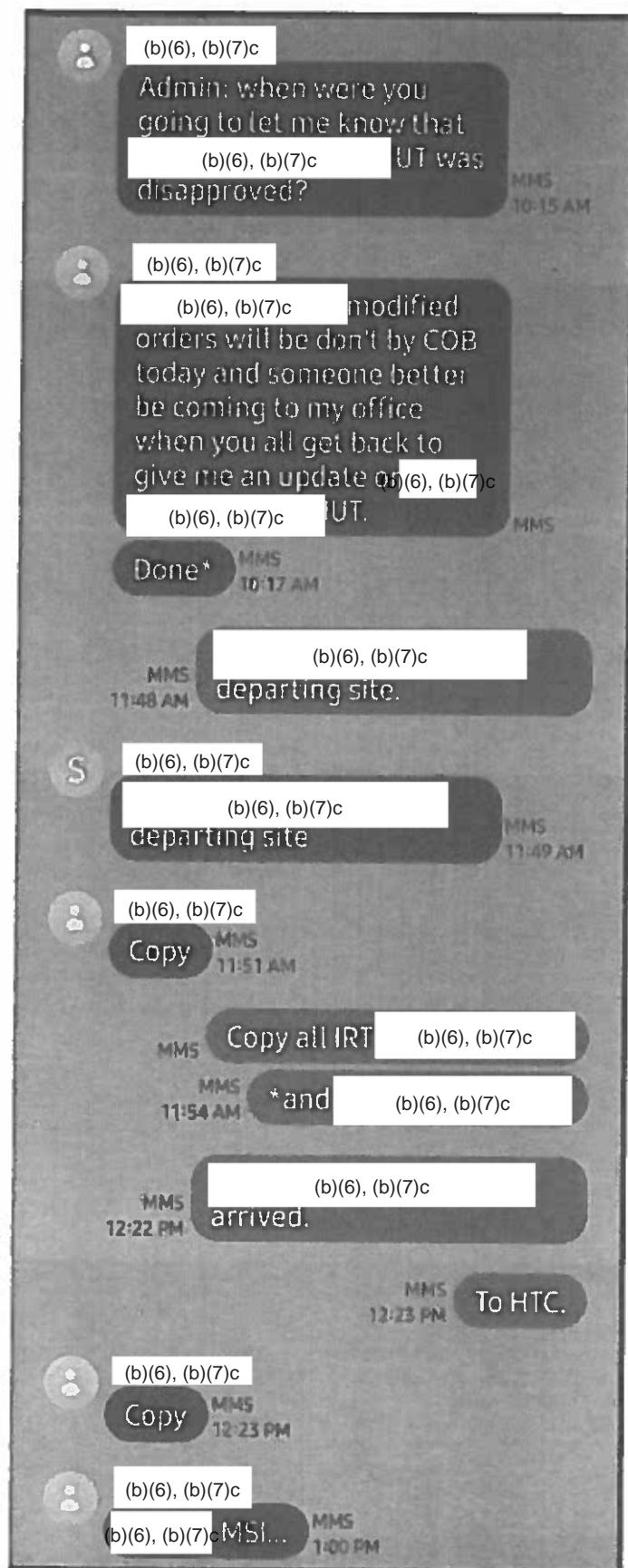
Career Planner

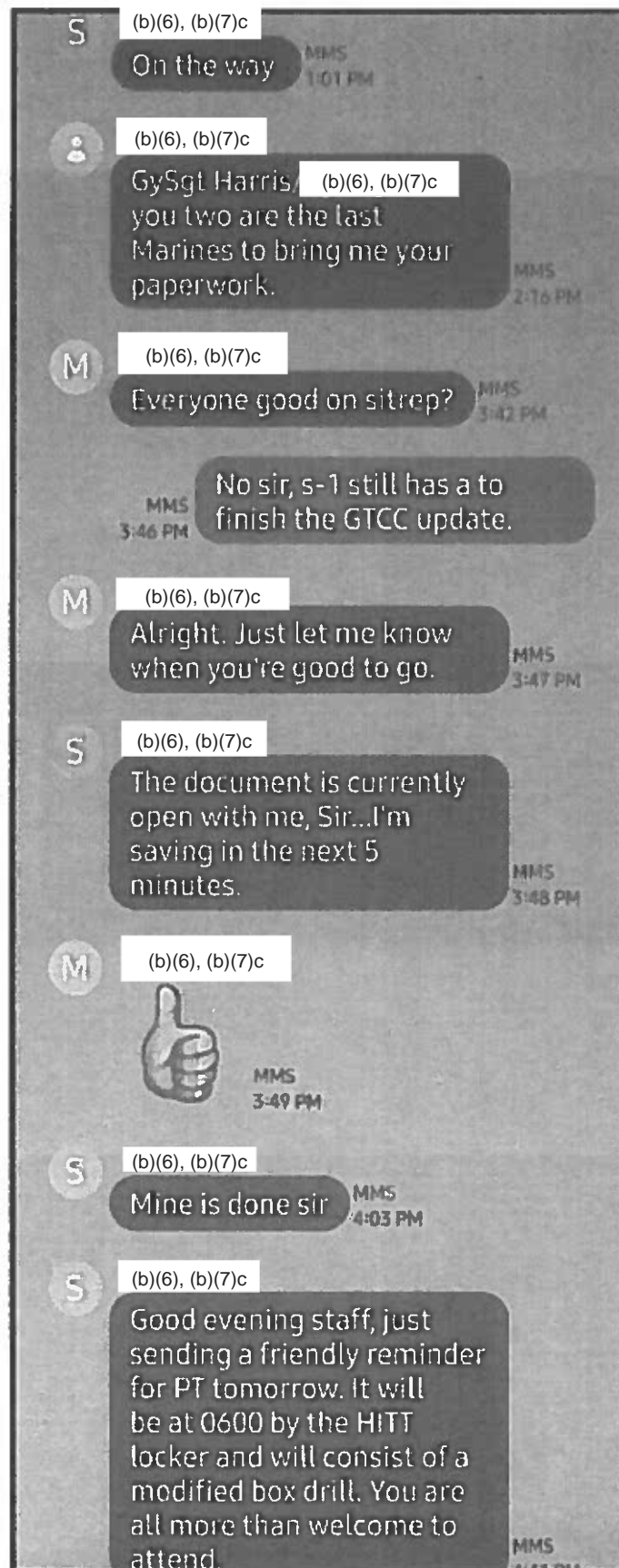
Combat Logistics Battalion 451

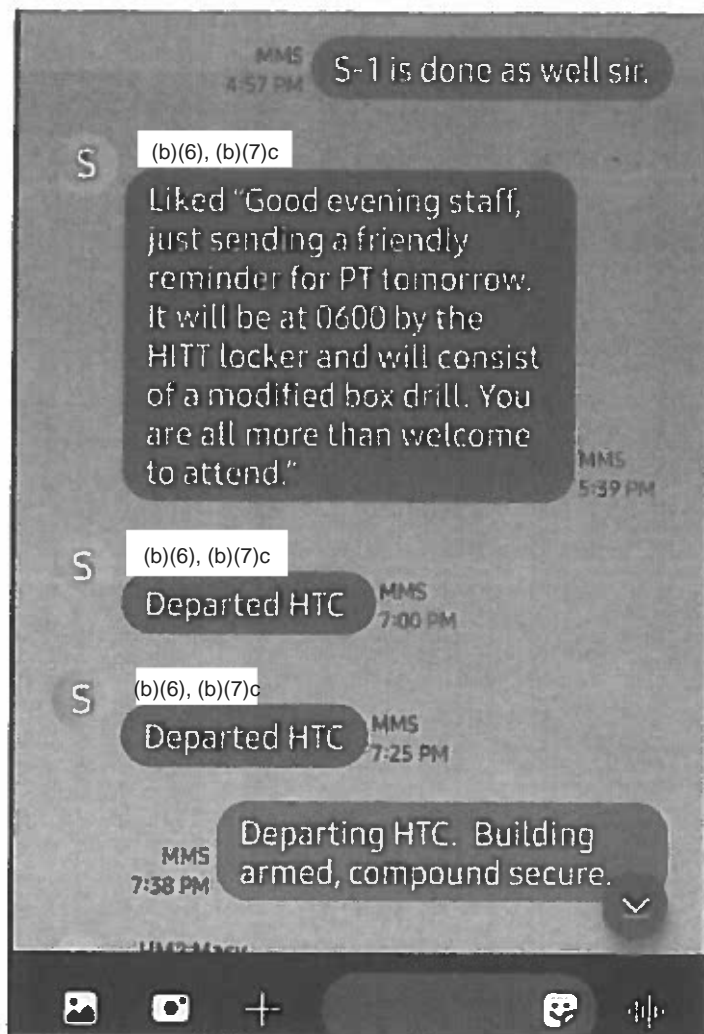
(b)(6), (b)(7)c

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**Personnel Contact List**

<b><u>Rank</u></b>	<b><u>Name</u></b>	<b><u>Billet</u></b>	<b><u>Unit</u></b>	<b><u>Phone Number</u></b>
		Operations Chief	Supply Co., CLB-451	
	(b)(6), (b)(7)c	Corpsman	Supply Co., CLB-451	(b)(6), (b)(7)c
		Administrative Clerk	Supply Co., CLB-451	
		Inspector-Instructor	Supply Co., CLB-451	
GySgt	Travarous Harris	Admin Chief	Supply Co., CLB-451	(252) 236-2008
		First Sergeant	Supply Co., CLB-451	
		Officer In Charge	Supply Co., CLB-451	
		Administrative Clerk	Supply Co., CLB-451	
		Training Chief	Supply Co., CLB-451	
	(b)(6), (b)(7)c	Operations Officer	Supply Co., CLB-451	(b)(6), (b)(7)c
		Sergeant Major	25th Marines	
		I&I First Sergeant	Supply Co., CLB-451	
		SJA	MARFORRES	
		Career Planner	CLB-451	

**ENCLOSURE 14**

## Summary of Interviews

### 1. Summary of interview with (b)(6), (b)(7)c

When asked how he would describe the relationship between (b)(6), (b)(7)c and GySgt Harris, (b)(6), (b)(7)c stated: It's a good relationship, 1stSgt is very by the book and holds him accountable.

When asked if he had ever witnessed berating or unprofessional treatment, (b)(6), (b)(7)c stated: I have never witnessed berating. GySgt Harris fails to perform to standard and has voiced that he feels she is out to get him.

When asked about the comments "watch your back" and "be careful", (b)(6), (b)(7)c stated he may have said be careful when addressing First Sergeant, implying to be respectful. (b)(6), (b)(7)c does not recall ever saying "watch your back".

### 2. Summary of interview with (b)(6), (b)(7)c

Initially, when I stated that I was the investigating officer and I had some questions for him, (b)(6), (b)(7)c responded with: "Can I plead the fifth? I just don't want to get involved." I went on to inform (b)(6), (b)(7)c that he could respond that he did not want to answer, but to allow me to ask the questions, before making that choice, which he agreed to.

When asked if he had knowledge of (b)(6), (b)(7)c ever using her position to obtain PHI without disclosure authorization, (b)(6), (b)(7)c stated: Not to my knowledge.

When asked if he had ever witnessed any unprofessional conduct between (b)(6), (b)(7)c and GySgt Harris, (b)(6), (b)(7)c stated; I have not.

When I followed up with (b)(6), (b)(7)c about how (b)(6), (b)(7)c medical board paperwork was handled, he stated that (b)(6), (b)(7)c and himself worked together to complete the package and then it was turned over to (b)(6), (b)(7)c with an envelope to be mailed to Camp Lejeune. He also stated that (b)(6), (b)(7)c traveled to Camp Lejeune a few times for follow ups IRT the medical board, (b)(6), (b)(7)c did not recall (b)(6), (b)(7)c handling much of the paperwork except to follow up with them to ensure it was getting completed.

### 3. Summary of interview with (b)(6), (b)(7)c

When asked if he had ever witnessed any unprofessional conduct between (b)(6), (b)(7)c and GySgt Harris, (b)(6), (b)(7)c stated: Yes, very loud corrections and denounced GySgt's position publically, to admin clerk.

When asked about the general command climate, (b)(6), (b)(7)c stated: Hostile, The admin section seems to always be the target.

When asked about his lapse in car registration, (b)(6), (b)(7)c stated that because it is registered in California and due to COVID, he could not drive back and get it registered. (b)(6), (b)(7)c directed him to park the vehicle until he can get it registered. (b)(6), (b)(7)c went on to state that the car is still not registered and he was forced to get a rental car to get around until he purchased a new



vehicle. (b)(6), (b)(7)c stated he wasn't provide any grace period to correct the problem once the command was aware and received a 6105 as a result.

4. Summary of interview with (b)(6), (b)(7)c

When asked if he had ever witnessed unprofessional conduct between (b)(6), (b)(7)c and GySgt Harris, (b)(6), (b)(7)c stated that he never witnessed anything unprofessional. 1stSgt is very demanding of him, but is also his biggest advocate.

When asked about the 6105 counselings that were given, (b)(6), (b)(7)c stated that in every case GySgt Harris was provided opportunity to make corrections. He went on to say 1stSgt gave the GySgt Harris adequate time to resolve the car registration, but he failed to get it done. GySgt Harris fails to meet deadlines. (b)(6), (b)(7)c agreed that GySgt Harris is usually the last to leave for the day, but the time he invests does not match the productivity that it should. He went on to say that he verbally counseled GySgt Harris about staying late so often and GySgt Harris commented that he stays at work to avoid going home, because his home life is chaotic. There are four adults and five children living in the home and he stays late to avoid going home. After these counselings, there would be periods that he would not stay late, but then he would revert back to it shortly after. (b)(6), (b)(7)c went on to say that 1stSgt has taken on certifying unit diaries in order to meet deadlines, whereas typically, that should be GySgt Harris' responsibility.

5. Summary of interview with GySgt Harris.

When asked how it is that he feels (b)(6), (b)(7)c berates him, GySgt Harris stated; (b)(6), (b)(7)c openly calls out the S1 section, which breaks down the trust and confidence in his section to the rest of the staff.

When asked how (b)(6), (b)(7)c uses her position to issue negative marks to those she wants to separate, GySgt Harris stated that she authors the 6105 verbiage and is not consistent with other Marines that fail to meet her standards.

When asked about the 6105s that were received, GySgt Harris gave multiple excuses for the absences, stating he didn't remember some of them, some of them were during tele-work days and did not interfere with his regular duties, and they were compiled into one 6105 with dates ranging from October 2019 to 12 August 2020. GySgt Harris admitted to not renewing his car registration, but said he was never afforded an opportunity to do so, given the workload of his section. GySgt Harris admitted to being late for (b)(6), (b)(7)c retirement practice, but stated he only missed the practice and it did not affect the ceremony. GySgt Harris admitted to taking apart his computer to install more RAM on the device to allow better function to the machine. He went on to say that he learned how to do this from the Battalion Personnel Officer and the Battalion Admin Chief during his TAD trip to help the battalion prepare for the MCAAT. He also stated that, (b)(6), (b)(7)c broke the keyboard on his laptop by spilling coffee on it and he did not receive any punitive action.

When asked about his statement that (b)(6), (b)(7)c wrongfully obtained PHI via the Medical Dept Representative with no disclosure authorization, GySgt Harris stated that he believes (b)(6), (b)(7)c took (b)(6), (b)(7)c medical record to Camp Lejeune without authorization, but that he had no proof.

When asked about being berated about attending PME, GySgt Harris stated: (b)(6), (b)(7)c told me it was not my choice when I attended staff academy and if it was so important, then I should have done it while on recruiting duty. When followed up with, were you afforded the opportunity to go, GySgt Harris responded with yes, he attended career school the following month.

ENCLOSURE 15

When asked about being berated about erroneous payments to SMCR Marines, GySgt Harris stated that she threatened him with CRB and NJP. GySgt Harris went on to say that those mistakes were made before his arrival to the unit.

When asked about being openly berated when explaining (b)(6), (b)(7)c IUT request, GySgt Harris stated that (b)(6), (b)(7)c accused (b)(6), (b)(7)c of lying about a conversation she had with him and then went on to dismiss his attempts explain what happened.

I asked GySgt Harris to provide me with a copy of his reenlistment package and his last fitness report to ascertain if there was any discrepancies with how he was portrayed as a leader and admin chief, he obliged. GySgt Harris also sent me three recordings of his conversations with (b)(6), (b)(7)c that he claimed were submitted with the original complaint, but were not received with the evidence I was provided.

6. Summary of interview with (b)(6), (b)(7)c

When asked to describe the professional relationship between (b)(6), (b)(7)c and GySgt Harris, (b)(6), (b)(7)c stated that the relationship is broken, though he has not witnessed any misconduct or unprofessionalism. He went on to say that he warned GySgt Harris to watch his back, because of comments that (b)(6), (b)(7)c made to him. (b)(6), (b)(7)c stated that he thought (b)(6), (b)(7)c was too quick to give a page 11, but he did not know all of the circumstances surrounding events that took place when SMCR Marines were not drilling.

(b)(6), (b)(7)c stated that he believed GySgt Harris to be an above average performer, who was always accessible for help, and very respectful. (b)(6), (b)(7)c went on to say that he would have recommended his reenlistment with enthusiasm and would even offer him a job if he was interested.

(b)(6), (b)(7)c stated that he believed (b)(6), (b)(7)c to be a wealth of knowledge and a true asset to the Marine Corps, but didn't understand the dynamic between her and GySgt Harris.

7. Summary of interview with (b)(6), (b)(7)c

When asked if she had ever witnessed any unprofessional conduct or belittling from (b)(6), (b)(7)c towards GySgt Harris, (b)(6), (b)(7)c stated that she had very little interaction with both of them, because much of the time she had been there, they were tele-drilling. She went on to say that (b)(6), (b)(7)c had referred to GySgt Harris as a piece of trash during a conversation between her and 1st Sgt.

(b)(6), (b)(7)c recalled another event during a pre-drill conference call when (b)(6), (b)(7)c interrupted GySgt Harris with "stop, you're wrong, I'll explain it", when NCOs were on the call.

When asked about GySgt Harris' performance, (b)(6), (b)(7)c stated that GySgt Harris is very professional, not very proficient, but always follows up. She went on to say that administration in the unit is not very timely.

(b)(6), (b)(7)c recommended that I interview (b)(6), (b)(7)c who both had more face time with (b)(6), (b)(7)c and GySgt Harris.

8. Summary of interview with (b)(6), (b)(7)c

When asked about the general command climate, (b)(6), (b)(7)c stated: "Extremely hostile, he feels like he always has a target on his back." When followed up if he feels he is in danger, (b)(6), (b)(7)c responded: "No, ok maybe not hostile, but uncomfortable".

ENCLOSURE 15

When asked if he provided his medical records to (b)(6), (b)(7)c stated: “ (b)(6), (b)(7)c told me to give her my medical record, so she could drive it to Camp Lejeune for a Medical Evaluation Board.” When followed up with if he was ever provided an opportunity to take it himself, he responded: “No”.

When asked if his medical documents were collected into a sealed envelope, (b)(6), (b)(7)c stated that they were collected by (b)(6), (b)(7)c and he never knew of them being sealed in an envelope.

9. Summary of interview with (b)(6), (b)(7)c

When asked what kind of command climate exists at the site, (b)(6), (b)(7)c stated that it is turbulent, that he feels he has to walk on egg shells to avoid reprimand from (b)(6), (b)(7)c for making mistakes.

When asked if he ever witnessed any unprofessional conduct between (b)(6), (b)(7)c and GySgt Harris, (b)(6), (b)(7)c stated, that her comments toward him seem personal, she calls him lazy and a liar. He went on to say that she often corrects Marines loud enough for the whole building to hear.

When asked what hours GySgt Harris typically works, (b)(6), (b)(7)c stated that GySgt Harris usually works from 0800 to 1900.

When asked if he ever witnessed mishandling of medical records, (b)(6), (b)(7)c stated no.

10. Summary of interview with (b)(6), (b)(7)c

When asked about the relationship between GySgt Harris and (b)(6), (b)(7)c stated that it was contentious. (b)(6), (b)(7)c is very by the book, and has a one strike and you're out mentality. (b)(6), (b)(7)c treats SNCOs and NCOs like LCpls with no teach, coach, mentor approach. Most enlisted Marines just avoid her.

When asked if he ever witnessed belittling or berating by (b)(6), (b)(7)c stated that he recalled during a formation, she went to correct a SNCO who was not properly wearing his face covering and screamed and knife handed him in front of the whole formation. He went on to state that (b)(6), (b)(7)c doesn't always close her door when reprimanding a Marine for a wrongdoing and that is typical to hear her yelling at Marines in her office.

(b)(6), (b)(7)c also stated that (b)(6), (b)(7)c is one of the smartest 1stSgts he has ever worked with and is a tremendous asset to the Marine Corps and to Supply Company.

11. Summary of interview with (b)(6), (b)(7)c

When asked how he would describe the relationship between (b)(6), (b)(7)c and GySgt Harris, (b)(6), (b)(7)c stated that (b)(6), (b)(7)c would get frustrated with GySgt Harris' lack of performance and reprimand him for it, but she always treated him professionally. (b)(6), (b)(7)c recalled the car registration incident and remembered 1stSgt being angry that one of GySgt Harris' sergeants had car registration that had been expired for eight months and when she confronted GySgt Harris about it, he used the fact that his was expired too, as an excuse not to enforce it on his Sgt. SgtMaj went on to say that he never witnessed any berating or belittling. The corrections made by (b)(6), (b)(7)c were always warranted and never unprofessional.

When asked if he ever witnessed any mishandling of PHI, (b)(6), (b)(7)c said no.

**ENCLOSURE 15**

12. Summary of interview with (b)(6), (b)(7)c

When asked about what kind of performer GySgt Harris is, (b)(6), (b)(7)c stated that he is a below average performer, specifically struggles with time management, MOS knowledge, and leadership.

When asked what steps she has taken to correct the performance failures of GySgt Harris, (b)(6), (b)(7)c stated that she has made several verbal corrections and counseling, formal counseling, the Personnel Officer has come to the site on three occasions to help train the admin section to standard, and finally she has taken over some of his responsibilities as Unit Diary Certifier/Reviewer, Limited Duty Coordinator, and Collateral Duty Career Planner.

When asked why there was such a large span of time covering the first 6105 for absence without leave, (b)(6), (b)(7)c stated that there had been many more instances in which he was late, but those were the ones that she had taken notes of. She included them in the 6105 counseling to establish that it was a pattern and not just one time.

When asked if there was a grace period provided to GySgt Harris' to fix his past due car registration, 1stSgt stated that she gave GySgt Harris and (b)(6), (b)(7)c 6105 immediately due to the time in which they had lapsed. GySgt Harris' car registration was expired for about a year and (b)(6), (b)(7)c car registration was three years expired.

When asked about the allegations that she targets the administrators, (b)(6), (b)(7)c stated that she realizes that the S1 work load is far greater than the other sections, but she constantly follows up with them on task completion and will regularly get blank stares. (b)(6), (b)(7)c went on to say that the two sergeants seem more on task when GySgt Harris is not there. (b)(6), (b)(7)c does not believe there has ever been public embarrassment from herself towards any of the Marines.

When asked about the allegations of mishandling of PHI, (b)(6), (b)(7)c stated she never remembers having custody of (b)(6), (b)(7)c medical record. She admits to assisting (b)(6), (b)(7)c collect medical paperwork from appointments and coordinating with Camp Lejeune with (b)(6), (b)(7)c in order to submit him for a Medical Review Board due to chronic issues that prevented him from running a PFT/CFT or participating in some activities in Funeral Honors Detail. (b)(6), (b)(7)c went on to say that all the medical paperwork was mailed, not driven, to Camp Lejeune Hospital, but does not remember who mailed it off. 1stSgt went on to state that she was filling the role of limited duty coordinator because GySgt Harris was failing to complete tasks associated with the billet.

When asked if she was systemically counseling GySgt Harris to separate him from the Marine Corps, (b)(6), (b)(7)c responded with no. (b)(6), (b)(7)c stated she felt she exhausted every effort to correct the shortcomings of GySgt Harris, including verbal counseling, informal counseling, formal counseling, while taking on most of his responsibilities as an admin chief, career planner, and limited duty coordinator to ensure mission accomplishment at the site. (b)(6), (b)(7)c went on to state that several Marines' pay, entitlements, and careers were negatively impacted by GySgt Harris' shortcomings and she felt obligated to hold him accountable.

When asked if she had knowledge of the recordings that were taken of her, (b)(6), (b)(7)c replied no, but stated she wasn't surprised, because that was something that (b)(6), (b)(7)c did in his last command to a previous 1stSgt. (b)(6), (b)(7)c went on to state that she feels that GySgt Harris has an issue with females in authority, because of his interactions with (b)(6), (b)(7)c and herself. When asked if GySgt Harris ever made statements that supported that claim, 1stSgt said no, but his actions kind of imply it.

ENCLOSURE 15

**13. Summary of interview with** (b)(6), (b)(7)c

When asked how she would describe the command climate in Raleigh, NC at Supply Company, (b)(6), (b)(7)c stated it was a tight knit group and overall, not a bad place to work.

When asked if she ever witnessed unprofessional conduct between (b)(6), (b)(7)c and GySgt Harris, (b)(6), (b)(7)c stated that she never witnessed anything that crossed the line or out of the ordinary compared to what Marines expect with being corrected or reprimanded.

When asked if she ever had any indication that GySgt Harris had issues with females in authoritative roles, (b)(6), (b)(7)c stated that she feels that the Marine Corps, as a whole, being predominantly male feels like that at times, but never specifically felt that from GySgt Harris. (b)(6), (b)(7)c recalled one incident where she corrected one of her LCpls for walking down the hallway in shower shoes and GySgt Harris intervened and reprimanded her for the correction saying there was nothing wrong with it, in front of the LCpl. (b)(6), (b)(7)c stated that it was the only incident she could recall that could possibly imply an issue.

When asked if she ever witnessed mishandling of PHI at the site, (b)(6), (b)(7)c stated no, that (b)(6), (b)(7)c did a good job of ensuring everyone there was properly trained on the privacy act and understood the need to know rule.

When asked if she ever felt that an individual or section was singled out by (b)(6), (b)(7)c (b)(6), (b)(7)c stated that there was never anything out of the ordinary, that Marines sometimes got there asses chewed out, but nothing crazy. (b)(6), (b)(7)c also stated that the admin section as a whole had a reputation for failing to get things done and struggled to meet deadlines and that she felt GySgt Harris was held accountable for his section failing. (b)(6), (b)(7)c added that once (b)(6), (b)(7)c took over some of the admin responsibilities, the section started doing better.

**ENCLOSURE 15**